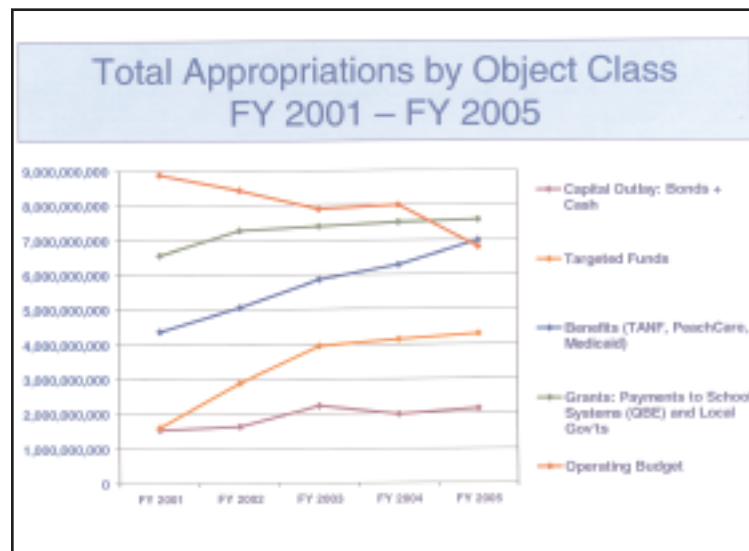
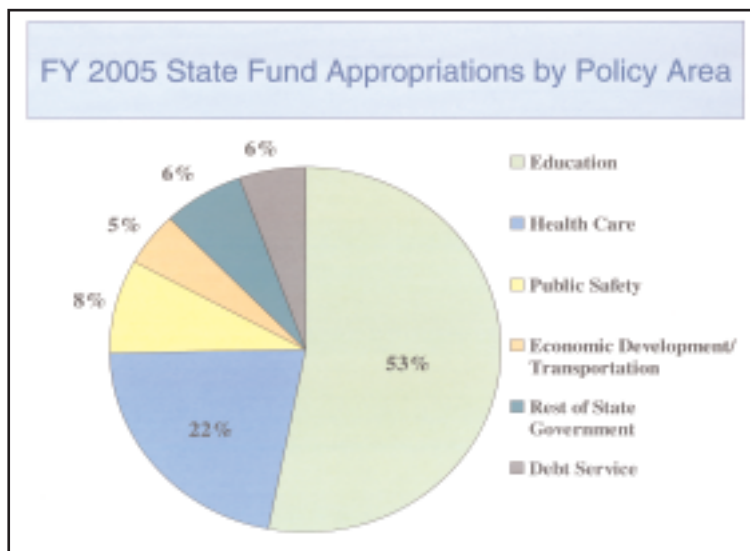


The State continues on a fiscally conservative path to spending

Gov. Perdue: 'We're not out of the woods yet'



Georgia's economy is growing again. All signs indicate that the recession is over and a steady economic recovery is underway. Georgia gained over 12,000 jobs in the recent reporting period, placing the state more than 51,000 jobs ahead of where we were at the same point last year.

Tax collections for June were up 6.1 percent, or \$49.8 million over July 2003. Revenue estimates for FY 2004 were met. The current budget was based on a projection of just over 6 percent revenue growth.

And Georgia continues to maintain its AAA bond rating. Bond rating agencies cited Georgia's commitment to making the difficult decisions and maintaining strong financial monitoring and oversight.

Georgia state government revenue is projected to increase by 6.3 percent. That's an additional \$972 million in revenue next year. This is good news for Georgia's economic health and the state's budget situation.

"All of this is good news," Governor Sonny Perdue told agency heads at a recent staff meeting. "But let's not fool ourselves into thinking we still don't have difficult challenges ahead."

Challenges ahead

Over the past two years, state government has taken a fiscally conservative, financially responsible path of focusing spending on core missions and core values. Budget challenges required the state to make some hard choices and tough decisions, re-evaluate every department and program, eliminate waste and find efficiencies. Agencies set priorities and made the needed adjustments of doing more with less.

Although the economy appears to be improving and state revenues are increasing, Governor Perdue said it doesn't mean we're out of the woods yet. "In fact, looking beneath the surface of our budget and revenue numbers, we may have to camp in these woods for quite a while."

Beneath the surface you'll find a major problem. And it is a good problem to have. Georgia is a growing state. As the population grows, so does the demand for state services. That means that for all the good work that has been done over the last couple of years in finding efficiencies, state spending is still increasing.

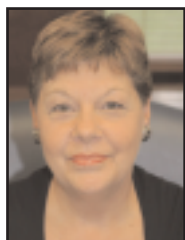
The state's two largest areas of expenditure - health care and education - are also two of the fastest growing. That's formula-driven

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Gov. Perdue's Recent Appointments of Executive Staff and State Department Heads



Kay N. Robinson
Director of
Constituent Services
Governor's Office



Terry DeMeo King
Policy Advisor for
Natural Resources,
Transportation and
Economic
Development
Governor's Office



Lonice Barrett
Director of
Implementation
Governor's Office



Craig Lesser
Commissioner
Department of
Economic
Development



B. J. Walker
Commissioner
Department of
Human Resources



Noel Holcomb
Commissioner
Department of
Natural Resources



Richard McGee
Administrator
Subsequent Injury
Trust Fund



Michael Vollmer
Commissioner
Department of
Technical and
Adult
Education

The Georgia Capitol Ornament

The Georgia Capitol Museum is pleased to introduce in the first limited edition in a series of collectible ornaments.



This year's ornament features the Capitol building. The 3" x 2½" ornament is finished in 24K gold. See page 8 to order.

2004 Workforce Planning and Development Conference
September 16-17

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State Spending

(continued from page 1)

and benefit-driven spending primarily comprised by Medicaid and Quality Based Education (QBE). These two areas dwarf the operating budget where the state has made most of its savings over the last two to three years.

This formula-driven spending for healthcare and education costs, which make up 75 percent of the state budget, is growing faster than state revenue collections. Unchanged, these categories will consume a larger and larger proportion of the total state budget, leaving fewer funds available for every other function. Increases for public and employee health care programs at rates that are nearly impossible to control could consume \$750 million of the \$972 million in additional revenue. The coming year's cost to pay increases for teachers and state employees will consume another \$155 million.

A new way of doing business

Governor Perdue urged agency heads to take the entire budget picture into account as they make their 2006 budget submissions. As core missions are re-evaluated, every department and every program must ask these questions:

- Why is the state providing this particular service?
- Who is the customer for this service?
- Should the state continue to provide this service?
- How can we do this better?

Agency heads have been asked to submit three budget requests: one reflecting a 3 percent cut, another showing no change, and the third reflecting a 5 percent increase.

The purpose of preparing this range of budget requests is twofold. One, it will help the state better adjust its budgeting as a true revenue picture develops. Two, and more important, it will help agencies as they continue to prioritize and hone their focus.

For the Amended Budget, Governor Perdue intends to do with it the same as he has done with the Governor's Emergency Fund. He will return it to its original, limited purpose. "The Amended Budget should deal with mid-year adjustment, very specific unplanned or emergency items, and not much else," he said. "We will stop treating it like a second Christmas in January." Agency directors were told to think in terms of one budget and proceed with that idea in mind as they put together their amended budgets.

Commission for a New Georgia Update

Last year, as part of Governor Sonny Perdue's desire to create a new culture in state government, the Commission for a New Georgia was formed. The Commission is an innovative public-private partnership comprised of twenty-one top corporate executives from across the state. Its purpose is to examine the State of Georgia's opportunities to improve state government and to envision Georgia's strategic future. The Commission's primary goal is for Georgia to become the nation's best-managed state.

The Commission gives committed Georgians from the public sector, private sector and academia the opportunity to lend their expertise in the areas of policy development and governmental operations. Its mission, which strives for government's continuous improvement, is advanced through a series of small, topical task forces that are led by private sector leaders and composed of industry subject matter experts. Each task force is comprised of approximately ten business leaders from Georgia companies that represent Georgia's demographics and all regions of the state.

Lasting 90 to 120 days, each task force performs diagnostics of state operations and offers recommendations, based on best practices from the private sector, to improve state management. Each task force receives programmatic support on a pro bono basis by highly regarded private sector consultants and academics to quickly produce analysis and recommendations.

Over the past year, Commission Task Forces have studied several key areas of state government at a 100,000-foot view and submitted a list of recommendations for more effective and efficient operations. "I'm serious about transforming the culture of state government from top to bottom," says Governor Perdue. "I believe the Task Force recommendations can help us produce tremendous savings along with tremendous improvements."

Although the governor sees the Commission for a New Georgia as a valuable think tank that brings

fresh eyes and outside perspectives to state government, he also wants the leadership in state government – the experienced eyes and inside perspectives – to present their best and boldest thinking in redefining state government and redefining how the state does business. "Let's just say, I want the best of both worlds," said Governor Perdue. "By improving the efficiency and effectiveness of how the State does business, we can produce savings comparable to revenue of the state lottery."

As Executive Director of the Commission, Annie Hunt Burriss has coordinated the works and reports of the Commission Task Forces. She will continue to do so as new task forces keep generating new ideas and recommendations.

On July 22, Governor Perdue appointed Lonice Barrett, longtime commissioner of the Department of Natural Resources, as the new Director of Implementation. Reporting directly to the governor, Barrett will work with Jim Lientz, the state COO, Tommy Hills, the state CFO, and agency heads to evaluate and prioritize Commission recommendations. Under Barrett's leadership, small implementation teams made up of seasoned state employees will review Commission task force recommendations for accuracy, scrubbing them down to a 10,000-foot view to determine which will be the most responsive and least expensive to implement. These recommendations will then be submitted to Governor Perdue for programmatic, budgetary, and legislative action.

The types of recommendations vary by task force but include: better managing the State's resources and services, generating jobs and revenue through sustainable economic development initiatives, and creating a well-educated, healthier and safer Georgia.

Currently, the Workforce Development task force is studying the issues related to growing Georgia's workforce into the state's strongest asset. The Receivables task force and the Public Financing Options task force will begin their work during the month of September.

Please see **Commission Update**, page 3

The Georgia Statement

Volume 7, Number 2

State Personnel Board

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M. David Alalof, *Vice Chair*
Claybon J. Edwards, *Member*
Melinda Langston, *Member*

Georgia Merit System

Marjorie H. Young, *Commissioner*

Office of Communications and Marketing

Deborah Williams, *Managing Editor*
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Governor Signs Retirement Bills

On May 13, 2004, Governor Perdue signed into law House Bill 480 and House Bill 914. The new provisions took effect for all active members on July 1, 2004.

House Bill 480 creates a new provision under the statutes governing the Employees' Retirement System (ERS) to permit an eligible member to purchase up to three (3) years of additional service. The statutory provision requires a member to pay the full actuarial cost to grant such service credit(s). An ERS member is eligible to purchase the additional service only at the time of the member's application for retirement.

Further, House Bill 480 prohibits a member from purchasing service to create eligibility for retirement (10 years and age 60) and to create eligibility to vest (10 years membership service prior to age 60) their rights to retirement benefits upon reaching the age of 60.

While on the surface House Bill 480 appears to be a great opportunity for ERS members to acquire service credits for early retirement, one must understand that paying the full actuarial cost for such service will generally be very costly.

House Bill 914 will allow ERS members who retire by reason of service (except 25 years of service) to select an optional retirement allowance that will provide a partial lump sum distribution with a reduced monthly retirement benefit. The partial lump sum distribution may not exceed the sum of 36 months of the monthly retirement allowance. The partial lump sum distribution will be made as a single payment payable at the time the first monthly retirement allowance is paid to the retiring ERS member.

An ERS retiring member should consider that the reduction in the monthly retirement benefit would be permanent and any future cost of living adjustment(s) would be applied to the reduced monthly retirement benefit.

ERS is currently working with its actuary in order to respond to member inquiries in a timely manner.

For more information about retirement provisions, please contact the Employees' Retirement System at (404) 350-6300.

Deadline for Fall issue is October 1, 2004

Commission Update

continued from page 2

Private Sector Task Force Recommendations to Gov. Perdue

A Growing Georgia

Tourism:

1. Consolidate Georgia's tourism efforts into a single, independent authority.
2. Evaluate the goals and performance of each organization supporting tourism, and determine a long-term strategy for each to contribute to the overall tourism effort.
3. Expand public and private funding for tourism marketing, advertising and research
4. Develop a master development plan for Coastal Georgia that balances economic development with environmental preservation, and use this plan as a model for other regions of Georgia
5. Review current incentives to promote tourism jobs and investment, and revise if needed
6. Support legislation enabling the Georgia Department of Economic Development to join the private sector in tourism marketing efforts. Support HB1415 on hotel/motel tax reform.

Strategic Industries

7. Focus economic development efforts on growing the following industries in Georgia: Aerospace, Agribusiness, Energy & Environmental, Healthcare & Eldercare, Life Sciences and, Logistics & Transportation.
8. Establish a statewide, centralized commercialization center to be the central point of contact for identifying available research, commercialization opportunities and appropriate points of contact.
9. Coordinate economic development efforts through the Governor to ensure that all efforts by the State are consistent, easy to access by those who do business in Georgia, and focused on Georgia's strategic economic development plan. Establish and adhere to timely, measurable goals.
10. Establish a university-affiliated research park.

Competitiveness:

11. Create Governor's Cabinet for Economic and Workforce Development comprised of relevant agency heads to coordinate the state's prospect process.
12. Focus financial incentives on industries as strategic to Georgia's growth
13. Develop and enact a plan to attract and maintain business investors and ideas and research in Georgia.

Redefining Government

Space Management:

14. Establish a Real Estate Authority led by an executive with portfolio management expertise.
 - Manage all State-owned and leased real estate through this organization.
 - Adopt a portfolio management strategy.
 - Consolidate lease to potentially save

between \$275 and \$875 million over 10 years.

- Identify surplus land and buildings, and utilize or sell to reduce costs by \$210 to \$315 million over 5 years.
15. Gather and maintain current information on all real estate.
 16. Use portfolio management strategies and tools for effective decision-making.

Capital Construction:

17. Establish a Chief Property Officer with responsibility for all capital construction. Develop a clear mission, vision and guiding principles for capital construction and property management
18. Evaluate real estate assets for reallocation and opportunities to sell. Reallocate General Obligation (G.O.) Bonds no longer needed due to canceled or completed projects.
19. Develop statewide policies, procedures and tools to manage capital construction services.

Administrative Services:

20. Align responsibilities for administrative services by function to promote clear policy making, stronger accountability and customer focus.
21. Make state purchasing of goods and services more efficient and service-driven.
22. Consolidate Human Resource activities that are common to all State organizations, and allow agencies to continue to perform HR functions that are specific to each agency.
23. Refocus the Georgia Technology Authority (GTA) to enact its mission - to develop and promote IT planning, implementation and management.
24. Implement a statewide asset management program to better track and monitor the State's assets.

Fleet Management:

25. Broaden the use of existing Fleet Management system to all agencies.
26. Track vehicle operating and ownership costs to determine all costs associated with vehicles to make better decisions about buying and selling State vehicles.
27. Centralize fleet management activities, and develop a five-year business plan.
28. Change and enforce vehicle assignment and commuting policy so the State can more efficiently use its existing vehicles.

Leadership Development:

29. Establish a State government executive leadership development program to train and prepare current and future State government leaders. Provide clear career expectations and measures for success.

Procurement:

30. Establish a single center-leading purchasing agent that clearly manages the purchasing activities of all State agencies. Set criteria to determine when purchases are made centrally or left to the individual agencies to most efficiently purchase all goods and services for the State.

MONEY MATTERS

Managing your money

Did you know that you can stop money from going out the door unnecessarily by performing a few simple steps or by asking a few simple questions?

- Review all records and bank statements immediately to determine that there are no extra charges or surprises that you have not authorized. It may just be a computer glitch, or it may not. Whatever the case, identifying mistakes quickly can help prevent or minimize costly damage from taking place.
- If a deal sounds too good to be true, research it thoroughly before investing.
- Avoid impulsive spending.
- Be knowledgeable of any penalties you may be charged by banks, creditors, and stores. What you don't know can hurt your pocketbook.
- Read and understand the fine print that may hide additional charges. It takes a little longer to read all the verbiage but what cost you a little more time could save you a lot more money.
- If you don't know, ask somebody. Seeking the assistance of a financial expert is a good way of saving or creating wealth.

This article is provided for informational purposes only and should not be construed as professional financial advice.

Revenue Chief: Employees Must Comply With Income Tax Code

State audit shows 13 percent of state employees have not filed 2002 returns

A Department of Revenue probe has found about 23,000 state employees, 13 percent of the state's work force who were paid by the state in 2002, did not file a state income tax return. Most of those would have been filed in 2003.

In October 2003, the Revenue Department began an aggressive campaign in pursuit of an estimated \$1.6 billion that individuals and businesses owe the state in delinquent taxes. The Department has used methods ranging from holding the renewal of liquor licenses, posting the names of individuals and businesses owing back taxes on the internet, and wider use of private collection agencies in its campaign. The review of state employee's tax records is another method the Department is using to bring more individuals into compliance with the state's tax statutes.

"These initiatives are not about putting more money in the treasury. They are about creating a fair and equitable platform for all taxpayers," emphasized Georgia Revenue Commissioner Bart L. Graham.

By law, all individuals earning compensation in the State of Georgia in excess of \$5,000 annually are required to file State income tax returns. Unless an extension is filed, tax returns are due April 15 of each year.

Code of Ethics for Government Service

All state jobs are positions of public trust. And as stewards of state services and public funds, one of the many obligations

of a state employee must be compliance with the State Revenue Code. Non-compliance reflects on the public's perception of trustworthiness of state employees. In addition, it violates O.C.G.A. _ 45-10-1 (Code of Ethics for Government Service) which states, in part, that any person in government service should: "Uphold the Constitution, laws and legal regulations of the United States and the State of Georgia and of all governments therein and never be a party to their evasion."

It is the expectation that all state employees comply with the requirements to file and pay taxes. "All employees are required to file, irrespective of whether they are due a refund or have an outstanding tax liability," said Commissioner Graham. "If you have not filed your state taxes for 2002 or other years, I encourage you to do so immediately."

Corrective Measures to Resolve Delinquency

The tax recovery process involves sending an initial inquiry letter to each non-filer, then providing them an opportunity to submit clarifying information. If an employee receives any notice from the Department of Revenue, he or she should respond promptly. If the matter remains unresolved, more aggressive steps will be taken. Revenue officials will notify each agency director when a tax lien is recorded so that he or she can take appropriate action.

Congratulations to these dedicated state retirees

Submitted by The Employee Retirement System

January 2004					
Name	Years of Service	Department			
Aaron, Gail R	34 yrs 00 mths	Ga. Dept. of Human Resources	Glisson, Joudia A	16 yrs 04 mths	Ga. Dept. of Natural Resources
Agan, Diane G	25 yrs 00 mths	Department of Revenue	Goolsby, Sharon C.	19 yrs 11 mths	State Board Pardons & Paroles
Aldridge, Geneva Brown	21 yrs 05 mths	DHR - Public Health	Gourley, Ralph M	26 yrs 02 mths	Ga. Dept. of Corrections
Andrew, Richard Harlan	19 yrs 03 mths	Ga. Merit System of Pers. Adm.	Haliburton, Richard	34 yrs 00 mths	DHR - BOCOP
Ashcraft, Mary	19 yrs 11 mths	Ga. Dept. of Human Resources	Hall, Willie Maude	12 yrs 00 mths	Ga. Dept. of Corrections
Atkinson, Linda T	34 yrs 00 mths	Ga. Dept. of Labor	Halstead, John Lee	10 yrs 02 mths	Department of Revenue
Baker, Priscilla G	30 yrs 00 mths	Ga. Dept. of Labor	Hamilton, Evelyn L	34 yrs 00 mths	DHR - DFACS
Banks, Haral	27 yrs 05 mths	Ga. Dept. of Corrections	Hamilton, Peggy G	28 yrs 04 mths	Ga. Dept. of Labor
Bargeron, Larry E	34 yrs 00 mths	Ga. Dept. of Labor	Hamrick, Helen P.	26 yrs 04 mths	Department of Revenue
Beal, Ronald L.	34 yrs 01 mths	Ga. Dept. of Corrections	Hankins, Geraldine H	10 yrs 00 mths	DHR - Public Health
Bearden, Jerry W	34 yrs 00 mths	Ga. Dept. of Natural Resources	Harrison, Judith D	30 yrs 02 mths	Ga. Dept. of Human Resources
Bell, Lucille E	34 yrs 00 mths	Ga. Dept. of Human Resources	Hart, Gail	15 yrs 05 mths	CSB-GA Mountains
Benson, Joan	14 yrs 01 mths	Tax Officials	Hayes, Lucille M	25 yrs 00 mths	Ga. Dept. of Transportation
Beverly, Elaine C	34 yrs 00 mths	DHR - DFACS	Heller, Larry George	11 yrs 02 mths	Ga. Dept. of Corrections
Blackmon, Delory S	11 yrs 00 mths	Conversion Company Default	Holliday Jr, Earnest	21 yrs 05 mths	State Board Pardons & Paroles
Bledsoe, William Franklin	22 yrs 11 mths	Ga. Dept. of Natural Resources	Holt, Angelynn M	34 yrs 00 mths	Ga. Bureau of Investigation
Bond, Joseph Randall	19 yrs 11 mths	Ga. Dept. of Corrections	Hubbard, Linda B	34 yrs 00 mths	Ga. Dept. of Human Resources
Boyd, David M	25 yrs 08 mths	Ga. Dept. of Public Safety	Hudson, Kathaneeta P	31 yrs 03 mths	DHR - Public Health
Brantley, Janice C.	19 yrs 10 mths	Ga. Dept. of Transportation	Huggins, George L	23 yrs 07 mths	Ga. Dept. of Labor
Brazil, Carolyn	32 yrs 06 mths	Ga. Dept of Community Health	Hughey, Annie Maude	19 yrs 03 mths	CSB-Northeast GA Center
Brisendine, Brenda Lee	21 yrs 01 mths	Ga. Student Finance Commission	Hunter, Willie Lee	18 yrs 04 mths	Ga. Dept. of Corrections
Brown, Robert C	34 yrs 00 mths	Ga. Dept. of Transportation	Jackson, Janice	24 yrs 00 mths	CSB-Coastal
Brown, Mark L	25 yrs 03 mths	Georgia Technology Authority	Jenkins, William Harris	17 yrs 06 mths	Ga. Dept. of Corrections
Brown, Patricia Alice	13 yrs 08 mths	DHR - DFACS	Job, Mary E	25 yrs 00 mths	Ga. Dept. of Human Resources
Brown Sr, Terry L	34 yrs 01 mths	Ga. Dept. of Transportation	Johnson, Maurice L	34 yrs 00 mths	Ga. Dept. of Corrections
Burge, Janice	34 yrs 00 mths	DHR - DFACS	Johnson, William R	30 yrs 05 mths	Georgia Forestry Commission
Burrell, Michael	34 yrs 04 mths	Ga. Dept. of Transportation	Jones, Sylvia D	32 yrs 07 mths	DHR - DFACS
Butler, Catherine B.	20 yrs 07 mths	Ga. Dept. of Human Resources	Jones, Mary E	21 yrs 07 mths	Ga. Dept. of Public Safety
Byers, Dorothy A	34 yrs 00 mths	Ga. Dept. of Human Resources	Joyner, Eleanor M	24 yrs 09 mths	DHR - DFACS
Cadora, Ronald Ray	13 yrs 11 mths	Ga. Dept. of Labor	Kavanaugh, Warren	33 yrs 00 mths	Georgia Forestry Commission
Carter, Gayle Wheeler	14 yrs 05 mths	DHR - DFACS	Kirkland, Charlotte Geraldine	14 yrs 02 mths	Ga. Dept. of Corrections
Cash, Marie H	18 yrs 05 mths	DHR - Public Health	Kreckman, Lexie A	34 yrs 01 mths	Ga. Dept. of Human Resources
Cauble, Monique B	19 yrs 03 mths	CSB - E. Central Georgia	Lawhorn, Dorothy F	35 yrs 06 mths	Ga. Dept. of Human Resources
Caylor, Lamar N	34 yrs 00 mths	Ga. Dept. of Transportation	Lawrence, Wilburn A	29 yrs 01 mths	Ga. Dept. of Transportation
Clark, James C	30 yrs 03 mths	Ga. Dept. of Labor	Lightsey, H. Leaburn	11 yrs 07 mths	Altamaha Technical College
Coker, Patsy R	15 yrs 05 mths	Tax Officials	Lockridge, James D	34 yrs 01 mths	Ga. Dept. of Human Resources
Collins, Joann G	22 yrs 07 mths	DHR - Public Health	Lord, Marcia I	34 yrs 00 mths	Ga. Dept. of Transportation
Coon, Joseph Montresser	10 yrs 09 mths	Ga. Dept. of Corrections	Lowery, Thomas D	28 yrs 00 mths	Ga. Dept. of Agriculture
Cooper, William	34 yrs 03 mths	Ga. Dept. of Natural Resources	Lynn, Leonard D	34 yrs 00 mths	Ga. Dept. of Transportation
Copeland, Everett D	18 yrs 04 mths	Ga. Dept. of Corrections	Magwood, Jacqueline J	15 yrs 09 mths	Ga. Dept. of Corrections
Cox, Patsy J	25 yrs 07 mths	Ga. Dept. of Labor	Mandelke, Patricia J	31 yrs 00 mths	Ga. Dept. of Labor
Craig, Larry K	13 yrs 05 mths	DHR - DFACS	Mansour, Margie W	30 yrs 04 mths	DHR - DFACS
Crawford, Steven Mark	34 yrs 00 mths	Ga. Dept. of Transportation	Martin, Nancy E	34 yrs 00 mths	Ga. Dept. of Natural Resources
Crumley, Bobby Nelson	10 yrs 02 mths	Ga. Dept. of Transportation	Mathews, Shirley A	18 yrs 01 mths	Ga. Dept. of Human Resources
Davis, Mayo Hazel	27 yrs 06 mths	Ga. Dept. of Human Resources	Mathis, Mary Pugh	10 yrs 03 mths	Ga. Dept. of Human Resources
Doby, Nancy H	34 yrs 01 mths	DHR - DFACS	McDonald, Patricia C.	34 yrs 07 mths	Ga. Dept. of Labor
Dodd, Patricia S	26 yrs 04 mths	Dept. of Juvenile Justice	McDuffie, Carolyn	24 yrs 10 mths	Ga. Dept. of Human Resources
Dorris, Caroline R	14 yrs 01 mths	CSB-Pineland Area MH	McKinley, Carolyn O.	34 yrs 07 mths	Ga. Dept. of Labor
Douglass, Rose Mary	19 yrs 00 mths	Ga. Dept. of Labor	McLockin, Boyd Sims	24 yrs 10 mths	CSB-GA Mountains
Dozier, Joan L	32 yrs 01 mths	Ga. Dept. of Human Resources	Melton, Gloria B	34 yrs 00 mths	DHR - DFACS
Drooker, Marilyn	14 yrs 06 mths	DHR - DFACS	Miller, Joan	10 yrs 11 mths	DHR - DFACS
Edmondson, Susan Davis	33 yrs 02 mths	Ga. Dept. of Public Safety	Moncrief, Barbara B	15 yrs 00 mths	DHR - Public Health
Elliott, Edna	13 yrs 11 mths	Tax Officials	Morgan, Marty A	14 yrs 00 mths	Jekyll Island State Park Found
Emerick, Carolyn Louise	23 yrs 07 mths	Ga. Dept. of Human Resources	Morrow, Marilyn A	17 yrs 10 mths	CSB-Gwinnett/Rockdale/Newton
Ferrell, Carolyn F	34 yrs 00 mths	Ga. Dept of Community Health	NeSmith, Vicki	24 yrs 09 mths	CSB-Northeast GA Center
Fields, Mary H	21 yrs 10 mths	DHR - DFACS	Nikore, Vimal Vicky	19 yrs 08 mths	Ga. Dept. of Natural Resources
Fields, Rhonda K	14 yrs 06 mths	CSB-GA Highlands	Oneal, Patsy Ann	16 yrs 04 mths	CSB - E. Central Georgia
Findley, Jerry F	14 yrs 09 mths	Ga. Dept. of Public Safety	Palmer, Bridget M	30 yrs 00 mths	Ga. Dept. of Motor Veh. Safety
Flournoy, Clellie Ann	19 yrs 10 mths	CSB-McIntosh Trail	Parker, John E	25 yrs 05 mths	South Ga Technical College
Fouche Jr, Jim Morgan	14 yrs 04 mths	Ga. Dept. of Corrections	Parks, Mae Helen	29 yrs 05 mths	Ga. Dept. of Labor
French, Doris Elaine	13 yrs 06 mths	CSB-Albany	Patrick, Freddie B	26 yrs 01 mths	CSB-Coastal
Gabbard, Joan P	18 yrs 04 mths	DHR - DFACS	Peach, Frances L	17 yrs 06 mths	Ga. Correctional Industries
Garrett, Carolyn M	18 yrs 04 mths	Ga. Dept of Community Health	Peek Jr, James H	26 yrs 00 mths	Ga. Dept. of Admin. Services
Gibbs, Dorothy Jean	24 yrs 02 mths	Ga. Dept. of Labor	Peterson, Yolanda M.	25 yrs 01 mths	Ga. Dept. of Human Resources
			Pettis, John E	34 yrs 00 mths	Ga. Dept. of Natural Resources
			Petty, Paul C	34 yrs 05 mths	Georgia Forestry Commission
			Phelps, Geraldine B	18 yrs 11 mths	Ga. Dept. of Human Resources
			Plunkett, Phillip Boyce	34 yrs 11 mths	Georgia Technology Authority

continued on page 5

Congratulations to these dedicated state retirees

Submitted by The Employee Retirement System

Price, Mitchell P	34 yrs 02 mths	DHR - DFACS	Chestnutt, Hal W	34 yrs 00 mths	Ga. Dept. of Natural Resources
Ramsey, Nona C.	19 yrs 08 mths	Ga. Dept. of Human Resources	Cloer, Tina Darnell	20 yrs 02 mths	Ga. Dept. of Human Resources
Raulerson, Margie F	19 yrs 04 mths	Ga. Dept. of Natural Resources	Coats, Johnny Lee	13 yrs 07 mths	Ga. Dept. of Transportation
Rentz, Rodney Allen	30 yrs 00 mths	Ga. Bureau of Investigation	Collins, Dobbie J	31 yrs 06 mths	Ga. Dept. of Corrections
Rhodes, Roberta Elayne	25 yrs 04 mths	Ga. Dept. of Labor	Crowe, Reba	20 yrs 02 mths	Ga. Dept. of Natural Resources
Rich, Marion S	22 yrs 03 mths	Department of Revenue	Curry, Catherine H	28 yrs 02 mths	DHR - DFACS
Riordan, Margaret M	16 yrs 07 mths	Department of Revenue	Daniel, Gail B	34 yrs 00 mths	Ga. Dept. of Human Resources
Robinson, Carol C	30 yrs 00 mths	Ga. Dept. of Human Resources	Devane, Darrell G	21 yrs 04 mths	Ga. Dept. of Labor
Rosborough, Douglas Harvey	21 yrs 07 mths	Ga. Dept. of Motor Veh. Safety	Dickerson, Charles Ira	11 yrs 00 mths	Ga. Dept. of Defense
Rucker, Roy Thomas	18 yrs 09 mths	Ga. Dept. of Public Safety	Dixon, Bobby Gene	11 yrs 03 mths	Ga. Dept. of Labor
Seabolt, Lester S	28 yrs 06 mths	Office of Comm. of Insurance	Doster, Kathleen B	19 yrs 08 mths	CSB-Gwinnett/Rockdale/Newton
Sellars, Ken	14 yrs 02 mths	Ga. Dept. of Corrections	Drummond Jr, Troy W	34 yrs 00 mths	DHR - DFACS
Shavers, Viola H	25 yrs 02 mths	DHR - Public Health	Fletcher, Lucia C	30 yrs 01 mths	Ga. Dept. of Corrections
Shiflet, Michael David	34 yrs 01 mths	Ga. Dept. of Natural Resources	Frohberg, Diane B	10 yrs 03 mths	Ga. Dept. of Human Resources
Shinholster, Leola D	34 yrs 00 mths	Ga. Dept. of Human Resources	Gailey, Nicholas J	10 yrs 09 mths	Ga. Dept. of Natural Resources
Sibert, Robert L	27 yrs 07 mths	Ga. Dept. of Corrections	Gambill, William Lee	32 yrs 07 mths	Ga. Dept. of Education
Sims, James R	29 yrs 04 mths	Ga. Dept. of Transportation	Gates, Christopher	34 yrs 00 mths	Ga. Dept. of Labor
Smith, Wayland Roger	29 yrs 03 mths	Ga. Dept. of Human Resources	Geiger, Marilyn Kathleen	30 yrs 00 mths	DHR - DFACS
Smith, Stephanie M	14 yrs 04 mths	CSB-New Horizons	Gibbs, Harry	13 yrs 00 mths	Conversion Company Default
Smith, Danny R	13 yrs 10 mths	Ga. Dept. of Corrections	Gibbs, James Elliott	10 yrs 05 mths	Ga. Dept. of Corrections
Southern, John Emerson	16 yrs 02 mths	Conversion Company Default	Gill, Thomas J	11 yrs 00 mths	Secretary of State
Sparks, Janice F	34 yrs 00 mths	Ga. Dept. of Labor	Gosa Jr, Forrest W	34 yrs 11 mths	Ga. Dept. of Corrections
Stavropoulos, Jimmy	34 yrs 00 mths	Georgia Technology Authority	Graham, Sharon B	31 yrs 03 mths	DHR - DFACS
Stevens, Patricia S	30 yrs 00 mths	Ga. Dept. of Labor	Griffin, Gisela N	10 yrs 00 mths	Ga. Dept. of Education
Stewart, Darrell E	27 yrs 10 mths	Georgia Forestry Commission	Hagen, Benjamin	26 yrs 03 mths	Ga. Dept. of Human Resources
Summers, Katie Mae	31 yrs 01 mths	CSB-Ogeechee	Hallum, Alan W	34 yrs 00 mths	Ga. Dept. of Natural Resources
Tanner, John Clark	17 yrs 09 mths	Ga. Dept. of Corrections	Hammer, Merlyn James	14 yrs 09 mths	Ga. Dept. of Corrections
Thomas, Gerald Leo	19 yrs 04 mths	Office of Planning and Budget	Hardage, Phyllis S	34 yrs 00 mths	Ga. Dept. of Human Resources
Thomas Jr, Robert	13 yrs 01 mths	DHR - Public Health	Harris, Devonia	34 yrs 00 mths	Ga. Dept. of Human Resources
Thompson, Danny M	31 yrs 11 mths	Ga. Correctional Industries	Harris, Percy	27 yrs 10 mths	Ga. Dept. of Corrections
Tolley, Judy	11 yrs 01 mths	Conversion Company Default	Hayes, Amanda A	14 yrs 09 mths	CSB-Clayton County
Turner, Linda R	34 yrs 03 mths	Ga. Dept. of Natural Resources	Heard, Pecola G	26 yrs 10 mths	DHR - DFACS
Walker, Maxine	30 yrs 01 mths	CSB-Albany	Hodge, Arthur H	17 yrs 01 mths	Ga. Dept. of Natural Resources
Wall, Daniel R.	29 yrs 08 mths	Ga. Dept. of Community Affairs	Holloway, Constance Marie	27 yrs 05 mths	Central Georgia Tech College
Wallen, James W	34 yrs 01 mths	Ga. Dept. of Natural Resources	Humphrey, Laverne M	28 yrs 06 mths	Conversion Company Default
Walton, Ellen R.	17 yrs 08 mths	DHR - Public Health	Humphrey, Arnold	14 yrs 03 mths	Dept. of Juvenile Justice
Warren, Joseph Edward	18 yrs 10 mths	Georgia Forestry Commission	Hurd-Smith, Jerry C.	15 yrs 05 mths	Ga. Dept. of Community Affairs
Webb, Betty J	30 yrs 01 mths	Ga. Dept. of Human Resources	Hutcherson, Carolyn M	11 yrs 04 mths	Conversion Company Default
Wickersham, William Robert	15 yrs 04 mths	Ga. Dept. of Corrections	Jennings Jr, James T	34 yrs 00 mths	Department of Revenue
Wickline, William R	17 yrs 00 mths	Ga. Dept. of Transportation	Johns, Deborah Glover	34 yrs 00 mths	Ga. Dept. of Human Resources
Williams, Laverne H	34 yrs 05 mths	Ga. Dept. of Human Resources	Johnson, Ralph D	33 yrs 04 mths	Ga. Dept. of Transportation
Williamson, Sara L	10 yrs 00 mths	Ga. Dept. of Human Resources	Johnson, James Murdock	11 yrs 11 mths	Ga. Dept. of Corrections
Wood, Ronald A	31 yrs 00 mths	Department of Revenue	Johnston, Diana H	34 yrs 00 mths	DHR - DFACS
Yarbrough, Peggy C	10 yrs 01 mths	CSB-GA Highlands	Johnston, Judy T	33 yrs 01 mths	Ga. Dept. of Labor
Young, Harvey G	34 yrs 02 mths	Ga. Dept. of Natural Resources	Jordan, Thomas	34 yrs 00 mths	Ga. Dept. of Human Resources

February 2004		
Name	Years of Service	Department
Barnes Sr, Elijah	13 yrs 04 mths	Ga. Dept. of Human Resources
Bedford, Doris P	34 yrs 00 mths	DHR - DFACS
Bennett, Diallo I	11 yrs 02 mths	Office of Comm. of Insurance
Blackburn, David R	26 yrs 02 mths	CSB-Ogeechee
Bradshaw, Joyce B	30 yrs 06 mths	DHR - Public Health
Brock, Rebecca J	34 yrs 01 mths	DHR - DFACS
Brooks, John C	34 yrs 00 mths	Ga. Dept. of Transportation
Brown, Sandra Faye	11 yrs 01 mths	DHR - Public Health
Bryan, Robert L	31 yrs 11 mths	Ga. Dept. of Agriculture
Bryant, Derenda B	34 yrs 00 mths	Department of Revenue
Bush, Barbara P	22 yrs 08 mths	Ga. Dept. of Human Resources
Carlan, Jerry	34 yrs 00 mths	Ga. Dept. of Transportation
Chapman, James Haines	21 yrs 01 mths	Office of Comm. of Insurance
Chesser, Barry S	34 yrs 00 mths	Georgia Forestry Commission

Keene, Harold O	31 yrs 01 mths	Georgia Forestry Commission
Kemp, Laquita J	22 yrs 07 mths	Secretary of State
Kent, Hal Robert	32 yrs 00 mths	Ga. Dept. of Corrections
Kimbell, Robert Dean	28 yrs 10 mths	Ga. Dept. of Corrections
Kingsley, Tanya W.	27 yrs 01 mths	Georgia Technology Authority
Kitchens Jr, Levi Jackson	21 yrs 02 mths	Georgia Building Authority
Knops, Gerardus M	14 yrs 04 mths	Ga. Dept. of Human Resources
Laplume, Andre M	19 yrs 11 mths	Ga. Dept. of Corrections
Lee, Rosie Belle	21 yrs 01 mths	Ga. Dept. of Human Resources
Mancil, Joan Kay	28 yrs 00 mths	Georgia Technology Authority
Martus, Leroy C	32 yrs 11 mths	Ga. Dept. of Human Resources
McKibben, Alvanese R	29 yrs 11 mths	Ga. Dept. of Labor
McPherson, Janet Grier	16 yrs 00 mths	Ga. Dept. of Human Resources
Mills, James F	34 yrs 02 mths	GA Dept of Banking & Finance
Mitchell, Daniel L	24 yrs 02 mths	Ga. Dept. of Transportation
Moore, Thomas M	20 yrs 07 mths	Ga. Correctional Industries
Mull, Carol Ruth	26 yrs 09 mths	Ga. Dept. of Admin. Services
Oliver, Nancy Gayle	18 yrs 00 mths	Ga. Dept of Community Health
Parkerson, Patricia A	15 yrs 00 mths	Ga. Dept. of Labor
Quiller, Mary J	34 yrs 00 mths	Dept. of Juvenile Justice
Reed, Annette B	30 yrs 00 mths	CSB-Ogeechee
Rentz, Thomas W.	40 yrs 10 mths	Ga. Dept. of Agriculture
Robbins, Geraldine W	30 yrs 02 mths	CSB-Ogeechee

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Congratulations to these dedicated state retirees

Submitted by The Employee Retirement System

Robertson, Charles E	34 yrs 00 mths	Ga. Dept. of Transportation	Bryant, Nancy Ann	14 yrs 08 mths	Ga. Dept. of Corrections
Rodgers, Elizabeth J	14 yrs 04 mths	Ga. Dept. of Corrections	Bryant, Jack Delano	10 yrs 00 mths	Conversion Company Default
Rowell, Brenda	34 yrs 00 mths	DHR - DFACS	Bryson, Larry N	28 yrs 03 mths	Ga. Dept. of Corrections
Rudolph, Clarence L	34 yrs 00 mths	Ga. Dept. of Transportation	Buckner, Melvyn P.	23 yrs 04 mths	Ga. Dept. of Transportation
Saye, Janie	14 yrs 02 mths	Tax Officials	Carman, Neoma Jean	10 yrs 00 mths	Ga. Dept. of Human Resources
Scarborough, Thomas M	34 yrs 00 mths	Dept. of Juvenile Justice	Carter, Kenneth E	30 yrs 09 mths	Ga. Dept. of Natural Resources
Seymour, Walton E	34 yrs 00 mths	Ga. Dept. of Corrections	Carthern, Laura B	14 yrs 00 mths	Department of Revenue
Sherrod, Billie J.	34 yrs 01 mths	Ga. Dept. of Education	Childree, Judy Denise	19 yrs 09 mths	Ga. Dept. of Human Resources
Shinholster, Kieser	34 yrs 01 mths	Ga. Dept. of Human Resources	Clark, Nicky G	34 yrs 00 mths	Ga. Dept. of Labor
Short, Elizabeth	17 yrs 04 mths	Ga. Dept. of Human Resources	Clark, Lena M	28 yrs 10 mths	Department of Revenue
Simpson, Marie	30 yrs 02 mths	Department of Revenue	Colwell, Joann	31 yrs 10 mths	Ga. Dept. of Human Resources
Small, Ernestine C	29 yrs 09 mths	DHR - Public Health	Copeland, Shirley C	34 yrs 00 mths	Ga. Dept. of Community Affairs
Smith, Cynthia J	30 yrs 00 mths	Ga. Dept. of Human Resources	Crain, Freddie Edward	11 yrs 05 mths	DHR - DFACS
Smith, Patricia Brown	16 yrs 01 mths	DHR - Public Health	Craven, Joanne H	17 yrs 00 mths	DHR - DFACS
Spikes, Matthew	34 yrs 00 mths	Ga. Dept. of Human Resources	Crosier, Charles D.	24 yrs 04 mths	Ga. Dept. of Transportation
Stephens, Annette	31 yrs 02 mths	Ga. Dept. of Human Resources	Dalrymple, Terry D	29 yrs 02 mths	Ga. Dept. of Motor Veh. Safety
Stephenson, Emmett David	22 yrs 03 mths	Ga. Dept. of Corrections	Davis, Judy C.	29 yrs 04 mths	GA Federal-State Inspection Se
Stone, Gail L	22 yrs 08 mths	CSB-Lookout Mountain	Day, Alma	17 yrs 05 mths	Tax Officials
Strickland, Joyce Diane	17 yrs 08 mths	DHR - Public Health	Dennis, Alfreda H	15 yrs 04 mths	Ga. Dept. of Human Resources
Stuart, Audrey Lynn	27 yrs 04 mths	Ga. Dept. of Corrections	Doss, David Emory	14 yrs 02 mths	Office of Comm. of Insurance
Swanager, Vicki Lynn	25 yrs 07 mths	CSB-Albany	Dunham, Phyllis	30 yrs 04 mths	CSB-Satilla
Thompson, Willette R	10 yrs 01 mths	DHR - Public Health	Durden, Rhonda C	18 yrs 01 mths	Ga. Dept. of Corrections
Thrower, Miriam K.	34 yrs 00 mths	Ga. Dept. of Natural Resources	Ellis Jr, Herbert L	29 yrs 05 mths	CSB-GA Mountains
Tibbitts-Ratteree, Joan E.	34 yrs 00 mths	Ga. Dept. of Corrections	Fincher Jr, Ben Woodrow	19 yrs 04 mths	Ga. Dept. of Labor
Townsend, William	34 yrs 00 mths	Georgia Forestry Commission	Fortenberry, Maudine	25 yrs 01 mths	Ga. Dept. of Natural Resources
Trawick, Ella M	34 yrs 00 mths	Ga. Dept. of Human Resources	Freeman, Myron E	33 yrs 06 mths	Ga. Dept. of Motor Veh. Safety
Tufts, David	34 yrs 00 mths	Ga. Dept. of Labor	Ginn, Donald Lee	25 yrs 00 mths	Georgia Forestry Commission
Underwood, Minnie Kate	24 yrs 04 mths	CSB-McIntosh Trail	Goodson, Dorothy Mae	15 yrs 06 mths	DHR - DFACS
Vansant, Carolyn Ennis	10 yrs 00 mths	CSB-Northeast GA Center	Granger, Melinda B	22 yrs 04 mths	Ga. Dept. of Labor
Wagner, Thomas M	32 yrs 05 mths	Griffin Technical College	Gray, Robert F	33 yrs 03 mths	Ga. Dept. of Corrections
Walker, Harriet H	22 yrs 06 mths	Ga. Dept. of Natural Resources	Greiner, Francine Klein	15 yrs 02 mths	DHR - Public Health
Walker, Elsie Marie	10 yrs 00 mths	CSB-McIntosh Trail	Grice, Dennis Eugene	13 yrs 08 mths	Ga. Dept. of Corrections
Watkins, Elaine W	21 yrs 10 mths	Ga. Dept. of Human Resources	Hand, Jerry	20 yrs 00 mths	Ga. Dept. of Corrections
Watts, David Allan	33 yrs 10 mths	Kennesaw State University	Henderson, Edward	16 yrs 07 mths	Ga. Dept. of Transportation
Weaver, Mary Ann	11 yrs 05 mths	Dept. of Juvenile Justice	Henderson Jr, Wallace	18 yrs 00 mths	Georgia Technology Authority
Welch, Mary S	15 yrs 10 mths	Conversion Company Default	Hendrix, Geraldine	25 yrs 05 mths	Georgia Technology Authority
Wesley, Clarence	14 yrs 00 mths	Dept. of Juvenile Justice	Henry, Sedgesbert A	13 yrs 09 mths	Ga. Dept. of Transportation
West, Jesse Walter	36 yrs 06 mths	CSB-Middle Flint	Hicks, Estella G	25 yrs 07 mths	CSB-Albany
Wheat, Beverly A	34 yrs 11 mths	Ga. Dept. of Human Resources	Hooper, Connie Marie	13 yrs 09 mths	Ga. Dept. of Human Resources
White, Gloria Jean	13 yrs 03 mths	Ga. Dept. of Labor	Hunt, Eddy L	13 yrs 01 mths	DHR - Public Health
Whitehurst, Annette G	27 yrs 06 mths	State Board Pardons & Paroles	Ingram, Willie L	30 yrs 00 mths	Ga. Dept. of Human Resources
Wiggins Jr, Clarke	34 yrs 00 mths	Ga. Dept. of Agriculture	Jiminez, Joylene A.	10 yrs 07 mths	Conversion Company Default
Williams, John Bennett	21 yrs 10 mths	Ga. Dept. of Corrections	Jones, Mattie M	34 yrs 00 mths	CSB - E. Central Georgia
Wood, Joy E	13 yrs 02 mths	Superior Courts of Georgia	Jordan, Kay W	33 yrs 00 mths	DHR - DFACS
Young, Alan R	25 yrs 00 mths	Ga. Dept. of Corrections	Justice, Simmie Mae	34 yrs 00 mths	Ga. Dept. of Human Resources
March 2004			Kaplan, Barbara A	15 yrs 08 mths	DHR - DFACS
			Kidd, John T	31 yrs 11 mths	Ga. Dept. of Public Safety
			Lewis, Ida L	15 yrs 08 mths	Ga. Dept. of Corrections
			Lockhart, Pearlle Mae	17 yrs 07 mths	Ga. Dept. of Corrections
			Long, Jr.Raleigh M	34 yrs 00 mths	DHR - Public Health
			Lovelace, Marguerite G.	20 yrs 10 mths	Ga. Dept. of Corrections
			Lowery, Charles Christopher	11 yrs 03 mths	DHR - DFACS
			Mann, Sue E	16 yrs 05 mths	Ga. Dept. of Human Resources
			Marshall, Sandra Norwood	33 yrs 06 mths	Secretary of State
			Mason, Myra George	22 yrs 08 mths	Ga. Dept. of Public Safety
			Massey, June A	32 yrs 10 mths	DHR - DFACS
			McMichael, David N	32 yrs 00 mths	Ga. Dept. of Transportation
			Meely, Patricia Jane	24 yrs 11 mths	Ga. Dept. of Human Resources
			Messer, Beverly T	10 yrs 01 mths	North Ga Technical College
			Metts, Patricia	22 yrs 03 mths	DHR - Public Health
			Milleman, Sandra S	17 yrs 02 mths	Dept. of Juvenile Justice
			Millians, Linda F	29 yrs 04 mths	Ga. Dept. of Human Resources
			Milliken, Beth A	28 yrs 05 mths	DHR - DFACS
			Mitchell, Willa M	35 yrs 05 mths	Ga. Dept. of Human Resources
			Morris, Carol G	34 yrs 00 mths	Ga. Dept. of Transportation
			Morrison, Barbara J	24 yrs 06 mths	Ga. Dept. of Human Resources
			Moss, Edward M	34 yrs 00 mths	Ga. Bureau of Investigation
Abdullah, Winifred M.	16 yrs 08 mths	Ga. Dept. of Human Resources			
Alberty Jr, John E	25 yrs 00 mths	Dept. of Juvenile Justice			
Alford, Martha Jane	27 yrs 06 mths	Ga. Dept. of Corrections			
Archer, Martha H	34 yrs 00 mths	Ga. Dept. of Human Resources			
Arthur-Parker, Pamela Jean	27 yrs 10 mths	State Board of Workers' Comp			
Barron, Glenda W	21 yrs 03 mths	Ga. Dept. of Transportation			
Bauer, Richard A	20 yrs 09 mths	Ga. Dept. of Corrections			
Betha Jr, Zeb Thomas	10 yrs 11 mths	Dept. of Juvenile Justice			
Bieri, Ronnie Chris	32 yrs 08 mths	Secretary of State			
Blackmon, Peggy P	34 yrs 00 mths	Ga. Dept. of Transportation			
Botton, Daniel L	31 yrs 10 mths	Ga. Dept. of Transportation			
Bradford, Linda J	26 yrs 06 mths	Ga. Dept. of Labor			
Bradford, Ann H	23 yrs 07 mths	Department of Revenue			
Brooks, Gloria Jean	26 yrs 02 mths	DHR - DFACS			
Brown, Donald R	28 yrs 11 mths	Ga. Dept. of Transportation			
Brown, Ted B	25 yrs 02 mths	Ga. Dept. of Transportation			

Congratulations to these dedicated state retirees

Submitted by The Employee Retirement System

Parks, Annette	30 yrs 04 mths	Pathways Cntr Behav Devel Grwt	Bailey, Joseph	27 yrs 01 mths	Ga. Dept. of Transportation
Parson, William Randall	11 yrs 01 mths	Conversion Company Default	Bennett, Marvin	30 yrs 03 mths	Ga. Dept. of Human Resources
Petain, Kostantine	13 yrs 06 mths	Ga. Dept. of Corrections	Bentley, Sherman	16 yrs 01 mths	George L. Smith II - GWCCA
Pittman, Bobby Ray	18 yrs 05 mths	Ga. Dept. of Corrections	Benton, Harold C	24 yrs 11 mths	Ga. Dept. of Corrections
Powell Sr, John David	11 yrs 03 mths	Ga. Dept. of Corrections	Berryhill, Carolyn	29 yrs 08 mths	DHR - DFACS
Ragains, Susan S	24 yrs 05 mths	Ga. Dept. of Human Resources	Bishop, Donald R	15 yrs 07 mths	Ga. Dept. of Corrections
Reeves, Mona L	13 yrs 05 mths	CSB-Lookout Mountain	Bishop, Billy P	10 yrs 07 mths	Ga. Dept. of Human Resources
Rhudy, Shirley M.	10 yrs 01 mths	CSB-GA Highlands	Boazman, Lottie P	31 yrs 00 mths	DHR - DFACS
Rickman, Wilbur Cordell	27 yrs 08 mths	Ga. Dept. of Corrections	Boe, Carol R.	16 yrs 01 mths	DHR - Public Health
Ridgeway, Gisela	30 yrs 08 mths	Ga. Dept. of Human Resources	Bralley, James R	30 yrs 00 mths	State Board Pardons & Paroles
Roberson, Sandra J	21 yrs 03 mths	Ga. Dept. of Human Resources	Brown, Howard E	34 yrs 00 mths	Ga. Dept. of Corrections
Roland, Billy Gray	22 yrs 10 mths	Ga. Correctional Industries	Bryan, Wilma	15 yrs 02 mths	Tax Officials
Ryder, Carolyn E	29 yrs 04 mths	CSB-New Horizons	Burden, Diane H.	25 yrs 03 mths	Ga. Dept. of Corrections
Sears, Henry H	32 yrs 07 mths	Ga. Dept. of Motor Veh. Safety	Butler, Albert W.	34 yrs 00 mths	GA Federal-State Inspection Se
Sellers, Michael I	25 yrs 04 mths	Ga. Dept. of Natural Resources	Capers, Elijah	11 yrs 02 mths	Dept. of Juvenile Justice
Session, Emma W	25 yrs 00 mths	Ga. Dept. of Corrections	Carlton, Elaine Peters	26 yrs 09 mths	DHR - DFACS
Setser, James L	28 yrs 10 mths	Ga. Dept. of Natural Resources	Carmony, H. Walter	34 yrs 00 mths	Ga. Dept. of Corrections
Short, Mattie	29 yrs 04 mths	CSB-New Horizons	Carnahan, Merl Oliver	12 yrs 04 mths	Ga. Dept. of Corrections
Sikes, Willard D	24 yrs 09 mths	Ga. Dept. of Corrections	Clark, James Edward	34 yrs 01 mths	Ga. Dept. of Labor
Simons, H Thomas	32 yrs 01 mths	Georgia Technology Authority	Clark, Winifred S	30 yrs 02 mths	Ga. Dept. of Human Resources
Singleton, Robert W	32 yrs 06 mths	CSB-DeKalb County	Cody, Nancy B.	30 yrs 07 mths	CSB-Coastal
Skrine, Toby J	30 yrs 00 mths	Ga. Dept. of Human Resources	Coleman, Carolyn Mathis	14 yrs 09 mths	Ga. Dept. of Human Resources
Smith, Joyce C	34 yrs 03 mths	DHR - DFACS	Colvard, Randall D	33 yrs 09 mths	Ga. Dept. of Transportation
Smith, William E	19 yrs 05 mths	Ga. Dept. of Corrections	Conner, James Lloyd	26 yrs 00 mths	Ga. Dept. of Transportation
Sparks, Jerry W.	10 yrs 00 mths	Ga. Dept. of Transportation	Copeland, Kathryn W	34 yrs 00 mths	Ga. Dept. of Labor
Spires, Carolyn R	31 yrs 11 mths	Ga. Dept. of Labor	Courtoy, Byron R	34 yrs 00 mths	Ga. Dept. of Transportation
Stephenson, Alice T	10 yrs 05 mths	Conversion Company Default	Crawford, Fred	19 yrs 03 mths	Ga. Dept. of Transportation
Stewart, Doyle T	31 yrs 08 mths	Ga. Dept. of Labor	Cunningham, Deloris Hefner	34 yrs 00 mths	DHR - Public Health
Strange, Sandra G	34 yrs 00 mths	DHR - DFACS	Dancsecs, Brenda	26 yrs 03 mths	Tax Officials
Strickland, Marian M	34 yrs 00 mths	Georgia Technology Authority	Darby, James F	34 yrs 00 mths	Ga. Dept. of Transportation
Strozier, Emily W	33 yrs 01 mths	Ga. Dept. of Labor	Darby, Roscoe Sams	10 yrs 02 mths	Ga. Dept. of Corrections
Taylor, George M	33 yrs 04 mths	Ga. Dept. of Natural Resources	Davis, Connie M	13 yrs 08 mths	CSB-GA Highlands
Taylor, Tommie Hayes	15 yrs 00 mths	Ga. Dept. of Human Resources	Day, Eugene A	34 yrs 00 mths	Ga. Dept. of Corrections
Thomas, Paul G	14 yrs 05 mths	Ga. Dept. of Corrections	DeBord, Wilburn F	34 yrs 00 mths	Ga. Dept. of Transportation
Thompson, Robert W	28 yrs 06 mths	Ga. Dept. of Labor	Denney, Carol C	17 yrs 01 mths	DHR - Public Health
Thurmond, Mary A	34 yrs 00 mths	Ga. Dept. of Labor	Dennis, Mattie Lou	31 yrs 00 mths	Ga. Dept. of Human Resources
Towns, Tanis	29 yrs 01 mths	DHR - Public Health	Dickerson, Mark A	30 yrs 00 mths	State Board of Workers' Comp
Travillian, Carl F	23 yrs 05 mths	State Board Pardons & Paroles	Dorsey, Jewel H	32 yrs 05 mths	DHR - Public Health
Turner, Jean B	14 yrs 03 mths	DHR - Public Health	Douglas Jr, Charlie	20 yrs 04 mths	Ga. Dept. of Corrections
VanHook, JoAnn C.	10 yrs 05 mths	Industry, Trade & Tourism	Duncan, James B	33 yrs 05 mths	DHR - DFACS
Vaughn, David Ernest	20 yrs 01 mths	Ga. Dept. of Human Resources	Eller, Stanley Scott	24 yrs 09 mths	Ga. Dept. of Public Safety
Vines, Marlon R	13 yrs 04 mths	Ga. Dept. of Corrections	Elliott, Barbara J	27 yrs 00 mths	Ga. Dept. of Human Resources
Walker, Patricia E	33 yrs 02 mths	Ga. Dept. of Human Resources	Fleckman, Patricia H	15 yrs 10 mths	DHR - DFACS
Walker, Stacia H	32 yrs 02 mths	Ga. Dept. of Labor	Ford, Syble P	34 yrs 00 mths	Ga. Dept. of Human Resources
Walker Jr, Charles Curtis	31 yrs 05 mths	Ga. Dept. of Corrections	Fort, Larry	31 yrs 07 mths	Ga. Dept. of Human Resources
Walker Jr, Billy Ware	13 yrs 08 mths	State Board Pardons & Paroles	Foster, James Elbert	17 yrs 10 mths	Ga. Dept. of Corrections
White, Ardith Wayne	14 yrs 06 mths	Ga. Bureau of Investigation	Franklin, Celia C	34 yrs 05 mths	Ga. Dept. of Natural Resources
White Jr, Robert Eugene	34 yrs 00 mths	Secretary of State	Free, Larry B	34 yrs 00 mths	Ga. Dept. of Transportation
Whittaker, Dean Daniel	18 yrs 08 mths	Ga. Dept. of Public Safety	Garrett, Jack E	30 yrs 00 mths	Ga. Dept. of Human Resources
Williams, Tomacia L	19 yrs 01 mths	Ga. Dept. of Human Resources	Giles, Michael A	28 yrs 07 mths	CSB-South Georgia
Woodard, Roosevelt	15 yrs 10 mths	Ga. Dept. of Corrections	Gorin, Cynthia B	14 yrs 05 mths	Ga. Dept. of Corrections
Wren, Harriette L.	30 yrs 00 mths	DHR - DFACS	Granger, Ricky O	31 yrs 10 mths	Ga. Dept. of Human Resources
Wyche, Terry	34 yrs 00 mths	Ga. Dept. of Labor	Green, Gladys	34 yrs 00 mths	Ga. Dept. of Human Resources
			Green, Karen Johnson	27 yrs 00 mths	Ga. Dept. of Motor Veh. Safety
			Green, Janie Guyton	19 yrs 03 mths	CSB-Gwinnett/Rockdale/Newton
			Green, Earnest	14 yrs 02 mths	Ga. Dept. of Transportation
			Griffin, Lola B.	25 yrs 01 mths	Ga. Dept. of Human Resources
			Gussio, Mary Rymer	17 yrs 11 mths	DHR - DFACS
			Hamby, Larry Eugene	11 yrs 05 mths	Ga. Dept. of Corrections
			Hamilton, Jack E	33 yrs 03 mths	Ga. Dept. of Transportation
			Hammitt, Joan N	35 yrs 01 mths	Ga. Dept. of Human Resources
			Harrison, Ruth Chapman	25 yrs 03 mths	Ga. Dept. of Corrections
			Harrison, Garrie D.	16 yrs 02 mths	Ga. Dept. of Corrections
			Hart, Leonard T	34 yrs 00 mths	Ga. Dept. of Transportation
			Hatcher, Stephen W	34 yrs 00 mths	DHR - DFACS
			Henderson, Nancy C	34 yrs 03 mths	DHR - DFACS
			Hicks, Jon Kent	18 yrs 05 mths	Ga. Dept. of Human Resources

April 2004

Name	Years of Service	Department
Adams, Walter A	23 yrs 01 mths	Ga. Dept. of Corrections
Albertson, Joan S	22 yrs 10 mths	Ga. Dept. of Transportation
Aldridge, Charlie L	14 yrs 11 mths	Ga. Dept. of Corrections
Anderson, James Pierce	16 yrs 04 mths	Office of Comm. of Insurance
Ansley, Mabel E	29 yrs 01 mths	DHR - Public Health
Ashe, Henry D	28 yrs 04 mths	Pathways Cntr Behav Devel Grwt
Bagwell, Susan G	34 yrs 00 mths	DHR - DFACS

Documentation required for dependent health coverage

The State Health Benefit Plan SHBP recently completed the first phase of dependent verifications. Under this initiative, employees with family health coverage have to provide documentation supporting that all their listed dependents are eligible for SHBP coverage.

These verifications are similar to dependent reviews conducted by other large employers both nationally and in Georgia. Since the SHBP is a self-funded plan, employee premiums and state funds pay all claims including those submitted by ineligible dependents.

Of Plan members audited to date, six percent failed to provide documentation for their dependents. SHBP mailed certified dependent coverage termination notices to all affected subscribers. Recovery efforts for paid claims are

now in progress.

The dependent verification process will be ongoing. Eventually, all employees with family coverage will be asked to provide dependent verification.

SHBP members who are asked to submit documentation on dependents must do so within 60 days of the request for verification. The Plan requires:

- A copy of your certified marriage license to cover spouses;
- A copy of the certified birth certificate to cover a natural child;
- A copy of a stepchild's certified birth certificate, showing your legal spouse as the natural parent of the child, and a notarized letter documenting that your stepchild lives in your home on a permanent basis in a parent-

- child relationship for at least 180 days per year;
- Adoption papers, guardian or court orders for other children who live with you permanently and are legally dependent on you for financial support. (The SHBP will recognize and honor a Qualified Medical Child Support Order (QMCSO) for eligible dependents. See your Summary Plan Description (SPD) for more information);
- Disability paperwork for disabled dependents 19 and over. This documentation must be received by the Plan before the child's 19th birthday; or
- A certification letter for full-time student dependents from the registrar's office of your child's school.

Marchand tops in International Trade



Doug J. Marchand, executive director of the Georgia Ports Authority has been named to the Journal of Commerce's 2004 "Leadership Roll" as one of 15 leaders in international trade. Marchand, who has served as director for the Georgia Ports Authority since 1994, was the only

director of an American port authority to be named to the list.

Marchand's listing is due in part to the implementation of a Client Relations Center created in December 2002 to serve customers more effectively. The center was designed to serve as a front-line communications tool, providing customers and other port-users with a direct, responsive link to service assistance, cargo coordination and issue resolution. Under his leadership, the organization experienced unprecedented growth and major expansion projects at the ports.

GRTA Sponsors Xpress Service



Xpress is the brand new, clean, comfortable, convenient express commuter service in the Atlanta region. Connecting home, work, school and play, Xpress luxury coaches carry riders throughout the region each weekday, freeing them from the costs and worries of driving alone. Sponsored by GRTA and 11 metropolitan Atlanta counties, Xpress service began this summer.

The first two Xpress routes were #420, connecting

Sigman Road with Downtown Atlanta, and #440, Tara Boulevard from the Atlanta Motor Speedway, to the Clayton County Justice Center and on to downtown Atlanta. Last month, services extended to include Route #400, from Cumming to the North Springs MARTA station; Route #460, from Douglasville to Downtown Atlanta; Route #408 on Peachtree Parkway to the Doraville MARTA station; Route #430, connecting McDonough with downtown Atlanta.

In the fall, service from Acworth, Powder Springs, Panola Road and Coweta County will begin. Service from Discover Mills to the Lindbergh Center MARTA station and Midtown Atlanta will begin in the winter.

Xpress fares are \$3 one way, \$5 round-trip, \$45 for a 20 trip ticket and \$80 for a 31-day pass. Reverse commute on specific routes is half price. For more information about Xpress, visit the website at www.XpressGa.com or call Xpress at 404-463-4782.

The Georgia Capitol Ornament Order Form

The Georgia Capitol Museum is pleased to introduce the first limited edition in a series of collectible ornaments.



We invite you to become an annual collector of these keepsakes. This year's ornament features the Capitol building from a detailed drawing. The 3" x 2½" ornament is finished in 24K gold.

Cost: \$20.00 per ornament

Make check payable to:
Secretary of State Acct. 400-42

Mail order to: **Georgia Capitol Museum**
432 State Capitol
Atlanta, GA 30334
404-651-7600

Name _____ Quantity _____
Address _____
City _____ State _____ Zip _____

Proceeds benefit "Save Georgia's Historic Flags."

Wellness Activities Sponsored by The Georgia Merit System and The Department of Community Health

A wellness fair will be held at the Sheraton Augusta Hotel for state employees. The Augusta wellness fair is scheduled for October 6, 2004, 8:00 am unit 1:00 pm. A number of services will be provided free to employees as well as a variety of wellness information. October 1 & 12, 2004, Flu Shots will be given from 10:00 am until 3:00 pm. Flu shots will be given in room 512, West Tower of the Sloppy Floyd Building. Flu Shots will cost \$20. Pneumonia, Tetanus, Hepatitis A and Hepatitis B shots are also available for a fee. If You have questions please contact the Georgia Merit System at (404) 651-5042.

★★★ 2004 Public Employee Recognition ★★★

Nominees

Customer Service

Name	Agency
Ruby Robinson	Public Service Commission
Benita Bowers	Department of Community Health
Crystal Armstrong	Georgia Technology Authority
Bessie Mosley	Georgia Building Authority
Michele Carter	Employee Retirement System
Daphne Blue	Department of Juvenile Justice
Ermias Bekele	GA State Financing and Investment Com.
Louis Eldridge	Governor's Office of Consumer Affairs
Merline Brewer	Department of Motor Vehicle Safety
Debra Roberts	Department of Corrections
AskDOE	Department of Education
Sequoya Nelson	Department of Defense
Linda Sullivan	Secretary of State
Bonnie Tinker	Administrative Office of The Courts
Donna Gordon	Department of Human Resources
Jenny L. Neville	Department of Banking and Finance
Dislocation Services	Department of Labor
Crime Scene Specialists	Georgia Bureau of Investigation
Dean Crist	Harris County
License Unit Transition Team	Department of Natural Resources
Ronald B. Mercer	Department of Transportation
Donese Ghani	Department of Revenue
Theda Hicks	Georgia World Congress Center
John Roach	Georgia Merit System
Jimmy Smith	Georgia Finance Commission
Dawn Young	Department of Public Safety

Community Service

Name	Agency
Tyler Kerr	Georgia Building Authority
Shasta Thomas	Department of Juvenile Justice
Connie Haynes	Department of Motor Vehicle Safety
Michelle Owens	Department of Corrections
Charles A. Carter	Department of Defense
Tammy May	Department of Human Resource
Ron Frazier	Department of Labor
Sergeant Danny Crook	Department of Natural Resources
Savannah Impact Program	PAP
Jennifer Newby	Georgia World Congress Center

Leadership Award

Name	Agency
Mark Bodenheim	Hall County
Mary Jane Beeson	Department of Community Health
Dwayne Robinson	Georgia Building Authority
Margaret James	Employee Retirement System
Dr. Tom O'Rourke	Department of Juvenile Justice
Captain Johnny Jones	Department of Motor Vehicle Safety
Herman Hill	Department of Corrections
Lisa Thomas	Department of Defense
Melissa Jones	Secretary of State
Ebone Richardson	Administrative Office of the Courts
Cindy Moss	Department of Human Resources
Carol Anne Webb	Department of Banking and Finance
Kevin Kelley	Department of Labor
Betty Echols-Jones	Georgia Bureau of Investigation
Lon Revall	Department of Natural Resources
William R. Murphy	Department of Transportation
Chief James Anderson	Pardons and Parole
Laura Ellis	Department of Revenue
Patrick White	Georgia World Congress Center
Diane Frazier & Gwen Wiggins	Georgia Merit System
Forrest Sumner	Georgia Forestry Commission

Safety Award

Name	Agency
State Board of Worker's Comp. Safety Cmte.	State Board of Workers' Comp.
Raymond Samuel	Department of Motor Vehicle Safety
Jay B. Martin	Administrative Office of the Courts
Carole C. Jakeway	Department of Human Resources
Ricky Smith	Department of Transportation
District Two Wildland/Urban	Georgia Finance Commission
Interface Fire Video Production Team	

Innovations/Suggestions

Name	Agency
Jerome Williams	Department of Juvenile Justice
Catherine Sterling	Department of Motor Vehicle Safety
Roy T. Jr. Edgerton	Department of Corrections
Roger Lotson	Department of Defense
Professional & Paraprofessional Accountants	Secretary of State
Marie Chow	Department of Human Resources
Sandy Wexler	Department of Natural Resources
Gwinnett Judicial Circuit	Office of State Administrative Hearings
Child Support Enforcement	
Richard Sawyer	Georgia World Congress Center
William Jackson	Georgia Merit System
Lt. David Cody	Department of Public Safety

Team Award

Name	Agency
Engineering Assistant Team	Department of Defense
Employment Service	Department of Human Resources/ Dept. of Family and Children Services
Business Enterprise	Department of Labor
GBI Agents	Georgia Bureau of Investigation
Red Top Mountain State Park	Department of Natural Resources
Deer Management Team	
District Two Concrete Maintenance Section	Department of Transportation
Perry Smith, District Bridge & Concrete Maintenance Manager	
CMAAs	Office of State Administrative Hearings
Centennial Olympic Park	Georgia World Congress Center
Maintenance Team Information Technology Project	Georgia Merit
Newton Rockdale Forestry Unit	
On-Line ADAP	Georgia Finance Commission
Implementation Team	Department of Public Safety
Composite State Board of Medical Examiners, Investigations Section	
Houston Co. Environmental	Composite State Board
Dekalb Co. Public Health	
Hall Co. Public Health District 2	Environmental Health
Curriculum Standards Team	Dekalb Co. Public Health
Canine Unit	Hall Co. Public Health
DMVS Call Center	Department of Education
Jason Banks & Company	Department of Corrections
Asset Management Team	Department of Motor Vehicle Safety
Professional Services Team	Georgia Building Authority
	Georgia Technology Authority
	Department of Community Health

Heroism Award

Name	Agency
Audrey Reid	Georgia Building Authority
Otis Robinson	Department of Juvenile Justice
Ernest Murrah	Department of Motor Vehicle Safety
Terry Hicks	Department of Corrections
Ginger Collins	Department of Transportation
Keith Harden	Georgia World Congress Center
Karen Davis-Keene	Georgia Merit System

★ Faithful Service



Commissioner Pete Wheeler
Veterans Service for 55 years of service



Robert C. Pilkinton
Department of Transportation for 42 years and 3 months of service

Public Employee Recognition *A Salute*

★ Customer Service



Merline Brewer, second from left

Merline Brewer

Merline Brewer is a model state employee who works for the Department of Motor Vehicle Safety (DMVS). She is a true professional in every sense of the word; possessing a "can-do" attitude, genuine interest in others and has the ability to communicate to individuals on all levels. Ms. Brewer custom designed, developed and delivered a statewide Q-Matic Customer Workflow Applications and Excellence in Customer Service training program. Her initiative to provide internal training saved DMVS in excess of \$50,000 in contractor proposed training costs. During the first three phases of this program, Ms. Brewer presented Customer Service training to 450 Driver Services personnel over a three-month period during annual In-Service training; she was the lead trainer during the statewide implementation of the Q-Matic Work Flow and Lobby Management System Program, encompassing a total of 94 sites; and she conducted on-going follow-up training/consulting to the field - she is the state-wide contact for Q-Matic and customer service issues. Ms. Brewer's training accomplishments are well documented through improved customer service and meeting and/or exceeding performance goals.

Honorable Mention



Debra Roberts
Dept. of Corrections



Theda Hicks
World Congress Ctr.

★ Community Service



Sergeant Danny Crook, second from left

Sgt. Danny Crook

Sergeant Danny Crook is an exemplary Conservation Ranger for the Georgia Department of Natural Resources who is actively involved in improving the quality of life for the citizens of Haralson County. As a member of the Georgia Hunters Education Association, Sgt. Crook and his associates plan and prepare a meal for approximately fifty volunteer Hunter Education instructors from six counties including an awards ceremony and additional training. As a member of the Haralson County Wildlife Association, Sgt. Crook is the driving force for the annual community Kid's Fishing event. He coordinates volunteer opportunities and forms partnerships with other community organizations, businesses, public officials, and local citizens, to successfully secure thousands of dollars in donations to cover the costs for equipment, food and prizes for this event, as well as secure contributions to assist six needy families in his community during the past holiday season. He personally purchased meat that he delivered to the elderly and shut-ins. Sgt. Crook maintains additional community involvement with organizations including: Little Tallapoosa River Chapter of the National Wild Turkey Federation, The Howl - Haralson County High School's quarterly outdoor writing magazine, Boy Scouts of America, 4-H Shooting Team, Relay for Life, Polk and Carroll Counties Kid's Fishing Events, and church, civic and sportsman organizations.

Honorable Mention



Michelle Owens
Dept. of Defense



Jennifer Newby
World Congress Ctr.

★ Leadership



Lisa Thomas, third from left

Lisa Thomas

Lisa Thomas is a Food Service Director for the Department of Defense Ft. Stewart Campus of Youth Challenge Academy. She has served in this capacity for the last three or four years and has brought outstanding leadership to this department. Her staff members trust her judgment and have a strong belief in her integrity. They follow her leadership readily, and she continues to grow in this position, especially in the last year or so. Ms. Thomas saw the need for more up-to-date training in food service methodology and enrolled her staff in various courses. She leads by example, attending three training sessions herself in the past year. Ms. Thomas has constantly sought, from a multitude of sources, additional supplies and materials to support the dining facility. Within the past year, she has completely revised every menu to reduce sodium and fat content so that all menus are in full compliance with the latest health information for high school students, and she has invented a method for keeping inventory resulting in a reduction of food losses due to theft or mismanagement. During this past fall, a major inspection by the Georgia Department of Education Food Nutrition personnel found not a single thing amiss in her administration of the USDA hot breakfast and hot lunch programs from ordering, purchasing, storing, preparing and feeding to administration of funds through the dining facility. Her facility passed the Health Department Inspection with the second-highest score of any area restaurant or dining facility.

Honorable Mention



Kevin Kelley
Dept. of Labor



Cindy Moss
Dept. of Human
Resources

★ Heroism



Terry Hicks, second from left

Terry Hicks

On Tuesday evening, October 21, 20003, Terry Hicks - while driving by a residence on Station Crossing Drive in Albany, Georgia - saw a small child pinned beneath a car. He stopped and orchestrated a team effort to lift the vehicle and free the two-year old baby. This action was the ultimate factor in saving the child's life. Mr. Hicks is a very modest man and doesn't think of himself as a hero, but the mother of that child thought so, and so does the State of Georgia. Mr. Hicks is a Transfer Officer at the Department of Corrections' Lee State Prison.

Honorable Mention



Keith Harden
World Congress Ctr.



Ernest Murrah
Motor Vehicle
Safety

To Service Public Employee Recognition

★ Innovations/Suggestions



Roy T. Edgerton, Jr., second from left

Honorable Mention



Marie Chow
Dept. of Human
Resources



William Jackson
Merit System

Roy T. Edgerton, Jr.

Roy T. Edgerton, Jr., Deputy Warden of Security at the Department of Corrections' Hays State Prison, began to notice that many pair of inmate boots were being discarded for several reasons, i.e., soles separating, heels separating, tears in the leather, seams becoming unstitched and worn areas on the heel corners. He took the initiative to talk to local shoe repair shops to see how much repairing the boots would cost. He felt it would be much cheaper than throwing them away and putting a new \$20.00 pair of boots in service. He was right. He found that boots could be re-stitched and patched at a cost of 10 cents per boot. At 20 cents per pair, boot repair is extremely cost effective. As a result, two machines - a stitching machine and a patch machine - were purchased and placed in the facility warehouse. Four inmates were assigned to the "Boot Repair Detail" and were trained on the machines. Before long, the boot repair detail began repairing boots for other facilities throughout the state as well. Since the inception of this idea, a total of 1,094 pairs of boots have been repaired that would have otherwise been discarded. This is an estimated savings of \$21,880.00. Mr. Edgerton's innovative idea is now being considered to be part of the on-the-job training program in shoe repair. This course will teach inmates a viable trade that will assist them with securing gainful employment upon their release.

★ Safety



State Board of Workers' Compensation Safety Committee

Honorable Mention



Ricky Smith
Dept. of Transportation



Raymond Samuel
Motor Vehicle Safety

State Board of Workers' Compensation Safety Committee

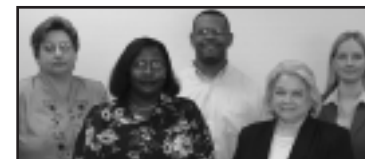
The Safety Program established by the State Board of Workers' Compensation whose goal is to protect its employees from on-the-job injuries achieved a 50 percent reduction in the number of losses between 2002 and 2003. The Safety Committee has worked tirelessly to achieve this goal and provide a safer workplace for all organization employees. The Committee realizes that education and communication with employees is vital to its success. Safety training classes are held at least once a quarter for all employees. To establish exactly the scope of the organization's safety problems, a survey was distributed to all employees, asking what types of problems they were having, what type of safety training they would be interested in and what type of equipment might help them do their job more comfortably. The Committee paid attention and responded to the concerns. Committee members visited every employee's workstation, including the field offices and made appropriate adjustments. A relatively small investment in new equipment made an incredible improvement in the physical comfort and safety of employees. In 2002, there were 10 workers' compensation claims reported with a cost paid to date of \$176,938. In 2003, five workers' compensation claims were reported at a cost of \$5,356. All 2003 claims have been closed.

★ Team



Roy T. Edgerton, Jr., second from left

Honorable Mention



Asset Management Team
Georgia Technology Authority



Employment Services
Dept. of Human Resources

DOL Business Enterprise Program:

The 14 members of the Department of Labor's Business Enterprise Program (BEP) is being recognized for achieving accomplishments that have allowed Georgians who are blind to obtain viable employment opportunities they might not have been able to obtain elsewhere. The primary goal of BEP is to develop viable business opportunities for Georgians who are blind to become independent entrepreneurs. Despite not having a full-time, permanent Executive Director, Deputy Director, Program Manager (absent due to 12 week maternity leave and 6 week illness) for ten months, the BEP staff successfully demonstrated true teamwork and a strong sense of organizational commitment by taking on additional duties and responsibilities while providing continuous support for the blind vendor community. Team goals have been obtained through a shared effort from staff to depend on one another and utilize each other's strengths. Using such strategies have allowed the BEP to establish a 36 station postal vending route and new snack bar for Yerkes Research Center; renovate two state snack bars; arrange the take over of the Atlanta Federal Penitentiary's vending; license six blind vendors; conduct the most successful annual blind vendor training conference ever; and appoint a counselor into temporary management duties while maintaining their appointed counselor duties and U.S. Air Force Reserve commitments. The team has gone the extra mile to provide service to internal and external customers.

★ Employee Suggestion



Ralph T. Boyle (second from left)



Donald Hutchins (middle)



Leo Kight

Leo Kight - Leo Kight was awarded \$3,798.00 and a Certificate of Commendation for his suggestion concerning the Department of Transportation's installation of one-piece porcelain toilets to minimize vandalism at the reconstruction sites of five rest areas. The purchase of approximately 100 toilet lids at \$12.50 per lid resulted in a tangible savings of \$37,986.00.

Ralph T. Boyle - Ralph T. Boyle was awarded \$1,050.00 and a Certificate of Commendation for his suggestion concerning the improvement of completing the Department of Public Safety's Georgia Vehicle Accident Report Form in a Microsoft Access program. Mr. Boyle converted a paper document to an electronic template that could be used to input report information. Mr. Boyle's suggestion resulted in an estimated annual savings of \$10,000.00 to the agency.

Donald Travis Hutchins - Donald Travis Hutchins, an employee of the office of the Secretary of State, was awarded \$114.00 for his suggestion concerning the implementation of a Georgia Technology Authority policy to mandate that all end user computers and monitors be turned off at the end of each business day and on weekends to conserve energy. Implementation of Mr. Hutchins's suggestion will result in intangible savings, and therefore, in addition to the \$114.00, Georgia Technology Authority also recommends a Certificate of Commendation.

Merit System Commissioner Receives NASPE Award

An annual National Association of State Personnel Executive's (NASPE) awards luncheon was held on August 3 in Biloxi, Mississippi where Georgia Merit System Commissioner Marjorie H. Young received the NASPE Rooney Award. Commissioner Young was honored for her outstanding leadership in Human Resource management.



NASPE President, Jeff Schutt presents Commissioner Young the 2004 Eugene E. Rooney Leadership in Human Resources Management award.

New Name for Industry, Trade and Tourism

The Georgia Department of Industry, Trade and Tourism has been given a new name. New legislation signed by Governor Sonny Perdue changed the name of the agency, effective July 1, to the Georgia Department of Economic Development. Perdue also signed a second bill giving the agency authority to acquire property to lure major companies that may have an interest in locating their business in Georgia. The bill allows the agency to purchase or acquire large tracts of land with the intent of attracting companies before the decision making process is completed. Property acquired by the agency requires the approval of the State Properties Commission.

TEST YOUR VOCABULARY

1. Métier ____ (adj.) Not capable of being swayed or diverted from a course.
2. Chagrin ____ (adj.) Of an everyday character; ordinary.
3. Enervate ____ (n.) An occupation for which one is especially well suited.
4. Indolent ____ (adj.) Incomprehensible to one of ordinary understanding.
5. Intransigent ____ (adj.) Avoiding labor and exertion; lazy.
6. Autodidact ____ (v.) To weaken.
7. Munificent ____ (adv.) By necessity.
8. Perforce ____ (n.) Acute vexation or embarrassment.
9. Quotidian ____ (n.) A person who is self-taught.
10. Recondite ____ (adj.) Very generous.

Quick access to two important state employee programs is now available by visiting the Georgia Merit System online.



Just visit <http://www.gms.state.ga.us/employee/FSAInfoForEmp.asp> to access the Faithful Service Awards Program or <http://www.gms.state.ga.us/employee/RetRecogInfoForEmp.asp> for the Retiree Recognition Program.

1. Métier (n.) An occupation for which one is especially well-suited.
2. Chagrin (n.) Acute vexation or embarrassment.
3. Enervate (v.) To weaken.
4. Indolent (adj.) Avoiding labor and exertion; lazy.
5. Intransigent (adj.) Not capable of being swayed or diverted from a course.
6. Autodidact (n.) A person who is self-taught.
7. Munificent (adj.) Very generous.
8. Perforce (adv.) By necessity.
9. Quotidian (adj.) Of an everyday character; ordinary.
10. Recondite (adj.) Incomprehensible to one of ordinary understanding.

Test Your Vocabulary: Answers

WORKAway CHALLENGE

July 1 - September 30, 2004

Governor Sonny Perdue is challenging Georgia's state agencies to:

- Increase employee participation in the WorkAway program
- Meet or exceed 25% employee participation

WORKAway boosts employee productivity by offering great alternatives to balance the demands of work and home, including telework, alternative and flex work schedules and compressed work weeks.

We've got the tools to help you and your managers effectively participate in the program.

The most successful agencies will receive special recognition for their leadership!

Questions?

Dorothy Gordon

State Telework Coordinator

Georgia Merit System

workaway@gms.state.ga.us or 404-463-6723



Congratulations to these dedicated state retirees

Submitted by The Employee Retirement System

Hoagland, Harold Willis	14 yrs 11 mths	Ga. Dept. of Corrections	Southall, Delores M	34 yrs 01 mths	DHR - DFACS
Hornsby, Joann	34 yrs 00 mths	CSB-Clayton County	Spriggs, William J	11 yrs 03 mths	Ga. Dept. of Corrections
House, Betty P	33 yrs 01 mths	Superior Courts of Georgia	Stallings, Janice J	10 yrs 10 mths	CSB-Gwinnett/Rockdale/Newton
Howard, Diana D	30 yrs 05 mths	CSB-DeKalb County	Stanton Sr, Oliver	24 yrs 03 mths	Ga. Dept. of Human Resources
Howard, Robert Douglas	12 yrs 05 mths	Conversion Company Default	Stoe, Eugenia P	25 yrs 00 mths	Ga. Dept. of Motor Veh. Safety
Hull, Joyce B	34 yrs 01 mths	Ga. Dept. of Human Resources	Stone, Willie D.	21 yrs 07 mths	DHR - DFACS
Hulsey, Nancy G	29 yrs 05 mths	DHR - DFACS	Strickland, William Gerald	14 yrs 06 mths	Ga. Dept. of Corrections
Hutto Sr, John Robert	19 yrs 08 mths	Ga. Dept. of Human Resources	Sumner, George M	27 yrs 01 mths	Ga. Dept. of Corrections
Jackson, Gwendolyn P	24 yrs 11 mths	DHR - DFACS	Thigpen, Melvin David	14 yrs 03 mths	Ga. Dept. of Corrections
Kelehar, Nancy B	25 yrs 02 mths	DHR - DFACS	Thompson, Robert B	34 yrs 00 mths	DHR - Public Health
Kelly, Martin B.	09 yrs 00 mths	Dept. of Juvenile Justice	Thornton, Diane G	15 yrs 05 mths	DHR - Public Health
Kennedy, Janie Sue	11 yrs 03 mths	CSB-Gwinnett/Rockdale/Newton	Toler, Brenda S	20 yrs 00 mths	Ga. Dept. of Human Resources
Kerr Jr, George R	13 yrs 03 mths	Ga. Dept. of Natural Resources	Troup, Estelle W	15 yrs 00 mths	CSB-South Georgia
Kimsey Sr, Charles Ed	15 yrs 01 mths	Subsequent Injury Trust Fund	Turner, Ronnie E.	14 yrs 00 mths	Office of Planning and Budget
Kitchens, Bruce Steve	34 yrs 00 mths	Georgia Forestry Commission	Waters, Sylvia K.	22 yrs 10 mths	DHR - DFACS
Ladd, Betty Jane	13 yrs 07 mths	CSB-GA Mountains	Watson, Larry W	34 yrs 00 mths	Georgia Forestry Commission
Latta, Wanda G	33 yrs 06 mths	Ga. Dept. of Labor	Way, Vicki Y	14 yrs 07 mths	Ga. Dept. of Corrections
Lawrence, Mae H	16 yrs 07 mths	Ga. Dept. of Natural Resources	Webber, William L	31 yrs 02 mths	Ga. Dept. of Natural Resources
Layfield, Melvin	31 yrs 11 mths	Ga. Dept. of Human Resources	White, Joan I	10 yrs 08 mths	Ga. Dept. of Labor
Linder, Ruby L	29 yrs 01 mths	Georgia Forestry Commission	Whitehead, Sarah L	30 yrs 00 mths	Ga. Dept. of Labor
Logan, David L	35 yrs 01 mths	Ga. Dept. of Transportation	Wiesner, Paul Joseph	11 yrs 08 mths	Ga. Dept. of Human Resources
Loggins, Mardean Martin	10 yrs 00 mths	Ga. Dept. of Corrections	Williams, Mary L.	33 yrs 08 mths	Ga. Dept. of Human Resources
Lowery, Marie	13 yrs 06 mths	Ga. Dept. of Corrections	Williams, Ronald H	27 yrs 03 mths	Ga. Dept. of Labor
Lyle, Sharon M.	34 yrs 00 mths	Ga. Dept. of Labor	Willson, Robert Henry	13 yrs 10 mths	Ga. Dept. of Human Resources
Maddox, Frederick W	27 yrs 05 mths	Ga. Dept. of Human Resources	Wilson Sr, Wilbert	14 yrs 03 mths	Dept. of Juvenile Justice
Martin, James K	34 yrs 01 mths	Ga. Dept. of Labor	Wimberly, Audrey M	14 yrs 07 mths	Ga. Dept. of Human Resources
McIntosh, Barbara A	15 yrs 10 mths	CSB-GA Mountains	Winkfield, E K	34 yrs 00 mths	Ga. Dept. of Human Resources
Middlebrooks Jr, Percy B	35 yrs 01 mths	Ga. Dept. of Transportation			
Miller, Gayle H	29 yrs 04 mths	Ga. Dept. of Human Resources			
Miller, Charles William	19 yrs 05 mths	Ga. Dept. of Community Health			
Mincey, Randy D.	14 yrs 04 mths	Dept. of Juvenile Justice			
Moon, Robert J	28 yrs 04 mths	Ga. Dept. of Admin. Services			
Moore, George M	34 yrs 00 mths	Ga. Dept. of Labor			
Morgan, John Wilton	17 yrs 00 mths	Ga. Dept. of Corrections			
Murphy, Betty G	33 yrs 06 mths	Ga. Teachers Retirement Sys.			
Music, Daniel	23 yrs 01 mths	Ga. Dept. of Corrections			
Newsome, Joan M	34 yrs 05 mths	Ga. Dept. of Human Resources			
Newton, Carolyn Goodman	24 yrs 00 mths	DHR - DFACS			
Nix, David W	34 yrs 00 mths	Ga. Dept. of Transportation			
Otto, Dorcas Ann	34 yrs 00 mths	CSB-Gwinnett/Rockdale/Newton			
Parrish, John Raymond	33 yrs 00 mths	Ga. Dept. of Public Safety			
Pate, Judy C	30 yrs 00 mths	Ga. Dept. of Corrections			
Paul, Bobby Eugene	09 yrs 06 mths	Dept. of Juvenile Justice			
Payne, Nancy Hardy	20 yrs 03 mths	DHR - Public Health			
Peacock, Glenda K.	21 yrs 11 mths	Ga. Dept. of Education			
Peigler Jr, Robert J	34 yrs 00 mths	DHR - DFACS			
Pelt, Diane Y	34 yrs 01 mths	Ga. Dept. of Corrections			
Pendarvis, Robert D.	32 yrs 10 mths	CSB-Coastal			
Pender, Caryl Moye	16 yrs 04 mths	Ga. Dept. of Corrections			
Pointer, Sandra P	23 yrs 06 mths	Ga. Dept. of Human Resources			
Polk, Charles Edward	31 yrs 09 mths	State Board Pardons & Paroles			
Popwell, Donna L	29 yrs 00 mths	Georgia Forestry Commission			
Porter, Linda B	34 yrs 00 mths	Ga. Dept. of Human Resources			
Quinn, Juliette J	34 yrs 06 mths	Ga. Dept. of Labor			
Ramsey, James Robert	10 yrs 00 mths	Ga. Dept. of Transportation			
Randall, Gayle L	17 yrs 02 mths	Ga. Dept. of Human Resources			
Rankine, Jean Y.	16 yrs 10 mths	Ga. Dept. of Human Resources			
Roberts, Roy	26 yrs 06 mths	Dept. of Juvenile Justice			
Rush, David R	34 yrs 00 mths	Ga. Bureau of Investigation			
Russell, Joyce	17 yrs 10 mths	Ga. Dept. of Corrections			
Rutledge, Willie D	34 yrs 01 mths	DHR - DFACS			
Sampson, Wilma Oliver	19 yrs 11 mths	Ga. Dept. of Corrections			
Scarborough, Joan P.	26 yrs 04 mths	Ga. Dept. of Human Resources			
Short, Sharon W	34 yrs 00 mths	Ga. Dept. of Labor			
Smith, Bonnie Rose	30 yrs 01 mths	Ga. Dept. of Human Resources			
Smith, Patricia A	10 yrs 06 mths	DHR - Public Health			
Smithson, Thomas W.	20 yrs 04 mths	CSB-GA Highlands			

May 2004

Name	Years of Service	Department
Adams, Linda M	34 yrs 00 mths	Ga. Dept. of Corrections
Adams, Mary B	30 yrs 07 mths	DHR - Public Health
Amor, Richard A	34 yrs 00 mths	Ga. Dept. of Human Resources
Anderson, Lawson E	21 yrs 09 mths	Ga. Dept. of Corrections
Anderson, Kathy D.	13 yrs 06 mths	DHR - DFACS
Askew III, Isaac C	33 yrs 10 mths	Ga. Dept. of Labor
Bailey, Eunice W	23 yrs 07 mths	CSB-DeKalb County
Balkcom, Elizabeth	34 yrs 00 mths	Ga. Dept. of Human Resources
Barrett, Sheila Redding	24 yrs 06 mths	Ga. Dept. of Labor
Bentley, Nellie R	25 yrs 11 mths	CSB-DeKalb County
Bibbs, Lois D	19 yrs 07 mths	Ga. Dept. of Labor
Blackmon, Janice C.	15 yrs 10 mths	CSB-Gwinnett/Rockdale/Newton
Bonds, Linda F	25 yrs 01 mths	Ga. Dept. of Human Resources
Boyd, Janet A	28 yrs 03 mths	Ga. Dept. of Human Resources
Brendle Jr, Lewis V	27 yrs 03 mths	Ga. Bureau of Investigation
Bryant, Catherine D.	27 yrs 09 mths	DHR - Public Health
Bundrage, R C	32 yrs 11 mths	Ga. Dept. of Human Resources
Burke, Betty O	29 yrs 00 mths	DHR - DFACS
Butterworth, Jimmy T	34 yrs 01 mths	Ga. Dept. of Natural Resources
Campbell, John William	16 yrs 02 mths	DHR - Public Health
Card, Reginald J.	14 yrs 00 mths	Ga. Dept. of Human Resources
Carter, Vanessa M.	29 yrs 09 mths	CSB-DeKalb County
Carter, Nathaniel	14 yrs 08 mths	Ga. Dept. of Corrections
Carter, James Vergis	12 yrs 10 mths	Ga. Dept. of Corrections
Carter Jr, Thomas D	32 yrs 08 mths	Ga. Dept. of Natural Resources
Chaffin, Johnny W	13 yrs 10 mths	Ga. Dept. of Corrections
Chamblee, Fred D	32 yrs 08 mths	Ga. Dept. of Transportation
Chandler, A.Don	28 yrs 10 mths	Ga. Dept. of Corrections
Clements, William H	32 yrs 07 mths	Ga. Dept. of Transportation
Cochran, Charles R	29 yrs 07 mths	Ga. Dept. of Corrections
Cochrane, Maria T	14 yrs 05 mths	CSB-GA Highlands
Collins, Michael	13 yrs 04 mths	GA Agrirama Development Author
Cooper, Gary	25 yrs 10 mths	Ga. Dept. of Transportation
Couch, James F	34 yrs 09 mths	Ga. Dept. of Natural Resources
Courson, Brenda M	25 yrs 08 mths	DHR - Public Health

continued on page 14

Congratulations to these dedicated state retirees

Submitted by The Employee Retirement System

Couter, Bruce W	24 yrs 04 mths	State Board Pardons & Paroles	Lane, Virginia Marlene	16 yrs 07 mths	Ga. Dept. of Labor
Crump, Jimmy M	40 yrs 02 mths	Ga. Dept. of Public Safety	Long, Myrna Maureen	11 yrs 04 mths	DHR - Public Health
Curtis, Joan P	15 yrs 04 mths	CSB-GA Highlands	Massey, John Thomas	21 yrs 00 mths	Conversion Company Default
Darley, David A	34 yrs 00 mths	Ga. Dept. of Natural Resources	Mayfield, Newton E	33 yrs 01 mths	Ga. Dept. of Corrections
Davidson, Terry Alan	14 yrs 01 mths	Ga. Dept. of Corrections	McAdams, Helen T	14 yrs 11 mths	Ga. Dept. of Corrections
Davis, Carole S.	19 yrs 02 mths	Georgia Forestry Commission	Meadows, Judy Anne	22 yrs 11 mths	Ga. Dept. of Labor
Davis III, Albert Guyton	15 yrs 03 mths	Ga. Dept. of Public Safety	Merritt, Miriam	26 yrs 08 mths	State Courts
Dean, James Edward	28 yrs 00 mths	Ga. Dept. of Transportation	Minter, Royce G	32 yrs 07 mths	Ga. Dept. of Public Safety
Doster, Agnes G	36 yrs 02 mths	General Assembly of Georgia	Moor, Larry S.	34 yrs 00 mths	GA Dept of Banking & Finance
Dozier, Faye G	33 yrs 04 mths	Ga. Dept. of Human Resources	Moor, Julia Grant	27 yrs 10 mths	Ga. Dept. of Community Affairs
Drake Jr, Robert W	14 yrs 04 mths	Ga. Dept. of Motor Veh. Safety	Morris, Clariece	33 yrs 06 mths	Ga. Dept. of Human Resources
Dryden, Robert Y	26 yrs 03 mths	State Board Pardons & Paroles	Mullinax, Billie J	34 yrs 00 mths	Department of Revenue
Duzan, Janice M	33 yrs 06 mths	General Assembly of Georgia	Murray, Stella G	33 yrs 01 mths	Dept. of Juvenile Justice
Eavenson, Charles T.	31 yrs 06 mths	Ga. Dept. of Labor	Napper, Imogene Delores	27 yrs 02 mths	Ga. Dept. of Human Resources
Evans, Racine S	19 yrs 03 mths	Ga. Bureau of Investigation	Nix, Donald Virlyn	20 yrs 07 mths	Ga. Dept. of Corrections
Fagan, Hazel H	22 yrs 03 mths	Ga. Dept. of Labor	Okelley, Evelyn W	31 yrs 03 mths	Ga. Dept. of Corrections
Ferguson, Martha A	16 yrs 04 mths	DHR - DFACS	Orr, Judith Delores	11 yrs 06 mths	DHR - Public Health
Fields, Delta E	24 yrs 08 mths	Ga. Dept. of Human Resources	Outlaw, Becky W	16 yrs 04 mths	DHR - DFACS
Finney, Louis W	31 yrs 03 mths	Ga. Dept. of Natural Resources	Pace, John Henry	12 yrs 03 mths	Ga. Dept. of Transportation
Ford, James E	26 yrs 11 mths	Ga. Dept. of Motor Veh. Safety	Parham, Erma J	29 yrs 08 mths	Ga. Dept. of Human Resources
Fordham, Janice M	34 yrs 00 mths	Ga. Dept. of Human Resources	Partridge III, William Sidney	26 yrs 05 mths	Ga. Dept. of Natural Resources
Frady, Robert L	27 yrs 04 mths	Ga. Dept. of Corrections	Pearson, Rhonda Denise	13 yrs 07 mths	Ga. Dept. of Corrections
Frazier Jr, Hal J	10 yrs 01 mths	Dept. of Juvenile Justice	Peeples Jr, Thompson A	27 yrs 01 mths	Ga. Dept. of Public Safety
Freels, Milton Lee	13 yrs 01 mths	Ga. Dept. of Human Resources	Pickens, Linda M	12 yrs 06 mths	CSB-GA Highlands
Furry, Virginia L	31 yrs 07 mths	GA. Industry, Trade & Tourism	Pontes, Joseph A	18 yrs 00 mths	Ga. Dept. of Corrections
Galasso, Carol Ann	11 yrs 11 mths	DHR - Public Health	Price, Terry Sterling	32 yrs 05 mths	Georgia Forestry Commission
Garner, John K	29 yrs 09 mths	Ga. Dept. of Public Safety	Price, Robert R	23 yrs 00 mths	Ga. Dept. of Transportation
Garrett, Susan E	33 yrs 06 mths	Ga. Teachers Retirement Sys.	Quinn, Shirley R.	19 yrs 01 mths	Ga. Student Finance Commission
Gay, Carol D	20 yrs 04 mths	Conversion Company Default	Rogers, Kenneth James	20 yrs 08 mths	Ga. Dept. of Public Safety
Geiger, Gary Ronald	20 yrs 02 mths	Ga. Dept. of Corrections	Royal, Ellen S	10 yrs 01 mths	Ga. Dept. of Corrections
George, Brian Everett	18 yrs 01 mths	Ga. Dept. of Public Safety	Russell, L. Diane	28 yrs 11 mths	Ga. Dept. of Labor
Gillis, Elaine	14 yrs 03 mths	Ga. Dept. of Corrections	Ryan, Patricia D	34 yrs 04 mths	DHR - DFACS
Goff, Jean F	13 yrs 04 mths	Ga. Dept. of Human Resources	Scott, Vann B.	15 yrs 04 mths	Ga. Dept. of Human Resources
Gosha, Miley Mae	27 yrs 06 mths	Ga. Dept. of Human Resources	Shirah, Pam	34 yrs 00 mths	Ga. Dept. of Corrections
Graham, Gail O.	22 yrs 08 mths	CSB-Gwinnett/Rockdale/Newton	Smith, Pete P	29 yrs 09 mths	Ga. Dept. of Public Safety
Griffis, Cheryl C	23 yrs 10 mths	Ga. Dept. of Motor Veh. Safety	Smith, Patricia W	24 yrs 07 mths	Ga. Dept. of Labor
Gruber, Frankie S	12 yrs 01 mths	Ga. Dept. of Human Resources	Smith, Florence	18 yrs 02 mths	Georgia Building Authority
Hamilton, Perry	12 yrs 00 mths	Dept. of Juvenile Justice	Smith III, John S	23 yrs 09 mths	Office of Planning and Budget
Harper, Martin Swinton	10 yrs 00 mths	Ga. Dept. of Corrections	Speir, Wallace L	28 yrs 00 mths	Ga. Dept. of Natural Resources
Harris, Collette	28 yrs 07 mths	Department of Revenue	Strickland, Phillip David	11 yrs 01 mths	Ga. Dept. of Corrections
Hartline, Wennell T.	19 yrs 08 mths	DHR - Public Health	Strozier, John	10 yrs 01 mths	Griffin Technical College
Harvey, Carolyn Fay	13 yrs 04 mths	Ga. Dept. of Human Resources	Stuhrman, John Henry	10 yrs 01 mths	Conversion Company Default
Hazen, Peggy Jill	16 yrs 05 mths	Ga. Dept. of Human Resources	Surrency, Gary W	34 yrs 00 mths	Ga. Dept. of Transportation
Head, Ronny W	29 yrs 09 mths	Ga. Dept. of Public Safety	Tartt, Eartha B	14 yrs 02 mths	CSB-Coastal
Held, Billy	17 yrs 05 mths	Ga. Dept. of Corrections	Tatum, Richard E	15 yrs 02 mths	Ga. Dept. of Human Resources
Hicks, Daniel Scott	14 yrs 09 mths	Ga. Dept. of Public Safety	Thomas, Maria W	25 yrs 00 mths	CSB-Albany
Hill, Elzadia King	18 yrs 08 mths	Ga. Dept. of Human Resources	Thomas III, Ross Henry	10 yrs 00 mths	Ga. Dept. of Corrections
Hodgson, Rosalind Faircloth	11 yrs 01 mths	DHR - DFACS	Thompson, Linda C.	19 yrs 10 mths	Ga. Dept. of Corrections
Horn, Bobby J	10 yrs 08 mths	Ga. Dept. of Corrections	Thompson Jr, Fred	10 yrs 08 mths	Ga. Dept. of Corrections
Horton, Glenn M.	22 yrs 04 mths	Ga. Dept. of Corrections	Tompkins-Ogburn, Jeanette	32 yrs 09 mths	Ga. Dept. of Labor
Hudson, Lillie M	22 yrs 09 mths	Ga. Dept. of Human Resources	Travet Jr, Albert	20 yrs 06 mths	Ga. Dept. of Transportation
Hughes, Barbara R.	27 yrs 04 mths	Ga. Dept. of Labor	Troha, James A	32 yrs 09 mths	Ga. Dept. of Transportation
Hulsey, Shirley T	13 yrs 11 mths	Department of Revenue	Tucker Sr, Clifton	13 yrs 09 mths	Conversion Company Default
Hurt, Willmond	15 yrs 00 mths	Ga. Dept. of Human Resources	Tuggle, Lillian M	34 yrs 02 mths	Ga. Dept. of Transportation
Itson, Lawrence V	31 yrs 11 mths	Ga. Dept. of Transportation	Waldrop, James Mark	20 yrs 09 mths	Ga. Dept. of Public Safety
Jackson, Betty L	33 yrs 00 mths	Ga. Dept. of Human Resources	Walls, Katie L J	32 yrs 01 mths	Ga. Dept. of Human Resources
Jackson, Wilbert	29 yrs 06 mths	Ga. Dept. of Human Resources	Washington, Thomas G	30 yrs 00 mths	Ga. Dept. of Agriculture
Jackson, Thomas Lester	12 yrs 02 mths	Ga. Dept. of Corrections	Whicker, Royal	13 yrs 07 mths	Ga. Dept. of Transportation
James, Hilda K	20 yrs 08 mths	Tax Officials	Whitaker, Billy R	30 yrs 05 mths	Ga. Dept. of Corrections
Jenkins, Linda D	34 yrs 00 mths	Ga. Dept. of Human Resources	White, Geneva B	34 yrs 00 mths	Georgia Technology Authority
Jennings, Frances M.	18 yrs 11 mths	Ga. Dept. of Motor Veh. Safety	Wilcox, Mary G	25 yrs 09 mths	Ga. Dept. of Human Resources
Johnson, Cheryl Gayton	29 yrs 09 mths	Ga. Dept. of Labor	Wilkerson, Cecil L	31 yrs 08 mths	Ga. Dept. of Labor
Johnson, Franklin Carroll	10 yrs 00 mths	Ga. Dept. of Labor	Williams, Douglas Robert	11 yrs 02 mths	CSB-Middle Georgia
Johnson Jr, Henry	17 yrs 00 mths	Ga. Dept. of Corrections	Witt, Carolyn A	30 yrs 09 mths	Department of Revenue
Jones, Lina Mae	15 yrs 06 mths	CSB-Cobb County	Wright Jr, Roy	10 yrs 00 mths	Georgia Building Authority
Joyner, David W	13 yrs 11 mths	DHR - Public Health	Yarbrough, Linda S	17 yrs 10 mths	DHR - DFACS
Keller, Cathrine C	25 yrs 01 mths	DHR - DFACS	Yearwood, Juanita H	34 yrs 00 mths	Ga. Dept. of Human Resources
Kneier, Ruth T	11 yrs 04 mths	CSB-Northeast GA Center	Young, Debra F	23 yrs 08 mths	Ga. Dept. of Corrections

WELLNESS

Decrease Your Risk of Heart Disease

There are numerous factors that can increase the risk of heart disease. Some factors are controllable by maintaining a healthy lifestyle and diet. Controllable factors include:

- Tobacco smoke**
According to the American Heart Association, smoking is the most preventable cause of death in the United States. Smoking does not only increase the risk of heart disease but it is linked to illnesses such as lung, mouth and throat cancers; chronic lung diseases and infections; congestive heart failure; and peripheral vascular disease (in the legs and arms). If you don't smoke, be careful to minimize your exposure to second hand smoke. Constant exposure to other people's tobacco smoke may increase your risk as well. There is good news for people who smoke! No matter how long or how much you've smoked, your risk of heart disease and stroke decreases once you stop. In fact, it's cut in half after one year without smoking, then continues to decrease until it's as low as a non-smoker's risk.
- Obesity or weight problems**
Too much body fat increases your risk of health problems including heart disease. Excessive body fat, especially in the waist area, causes unhealthy conditions such as high blood pressure, high blood cholesterol, high triglycerides, diabetes, heart disease and stroke. Modest weight loss can help lower the risk of heart disease. Body Mass Index (BMI) is a recommended way to estimate your body fat. BMI assesses body weight relative to your height. Try to reach a healthy weight - and stay there.
- Physical inactivity**
A lack of physical activity can also increase your risk of heart disease. Exercise can help control risk factors such as blood cholesterol, diabetes and obesity. The American Heart Association recommends a minimum of 30 minutes of physical activity on most or all days of the week to condition your heart and lungs. Fun activities may include dancing, gardening, walking, etc. If you don't have a lifestyle that includes activities, start with 10 or 15 minute increments.

There are some health conditions that increase the risk of heart disease that are treatable with a healthcare provider's help.

- High Cholesterol**
Individuals with high cholesterol or "bad" cholesterol should work with their doctor to create a diet low in saturated fat and cholesterol. Exercise is also

important. In some cases, your doctor may have to prescribe medication to help you reach your goal. It is important to be knowledgeable about your cholesterol levels so you can reduce them if needed.

- High Blood Pressure**
High blood pressure raises the risk of heart attacks, strokes, kidney failure, eye damage, congestive heart failure and atherosclerosis – fatty buildups in the arteries. Women who are overweight, have a family history of high blood pressure, or have reached the age of menopause. More than 73 percent of women ages 65 to 74 have high blood pressure. Speak with your health care provider concerning your risk.
- Diabetes**
Diabetes often appears in middle age and among overweight people although it's becoming an increasing problem in children and adolescents. Having diabetes increases a person's risk of heart disease and stroke. People with diabetes should work closely with their healthcare provider to manage the disease as well as reduce or eliminate the risk of other heart disease risk factors.

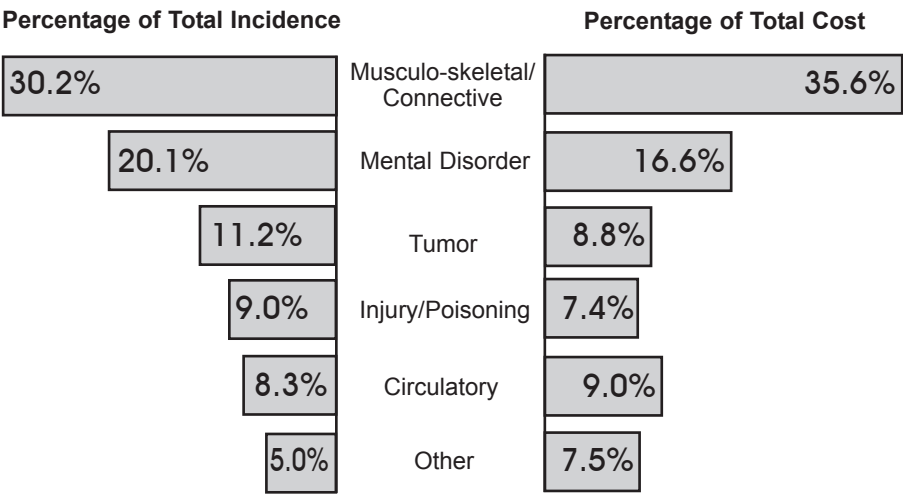
Regrettably, there are a few factors that increase the risk of heart disease that none of us have power over.

- Gender**
Men have a greater risk of heart attack than women, and they have attacks earlier in life.
- Age**
Unfortunately, the risk of heart disease increases as people grow older.
- Family/Hereditiy**
According to the American Heart Association, the risk of heart disease increase if your brother, father or grandfather had a heart attack before age 55, or your sister, mother or grandmother had one before age 65. Plus, most people with a strong family history of heart disease and stroke have at least one other risk factor. African Americans have a higher risk of heart disease and stroke than Caucasians and the risk is also high among Mexican Americans, American Indians and native Hawaiians.
- Previous Heart Attack**
If you've had a heart attack, you're at higher risk of having a second attack or a stroke.

Remember to always speak to a healthcare provider concerning any health risks and its treatment, including heart disease. This article is intended for informational purposes only.

Top Ranking Long-Term Disability Diagnoses by Incidence and Cost

State of Georgia Employees



Source: 2004 UnumProvident Corp. Review Period: January 1, 2003 - June 30, 2004

Statistically, our employee population is out of line when compared with the average data in the area of Musculo-skeletal/Connective. These types of claims are largely attributed to obesity.

-- Vic Keene, Employee Benefits Division Director, Georgia Merit System

STONE MOUNTAIN PARK



The State Personnel Council invites you to celebrate at the 8th Wonder of the World!

Adult One-Day All-Attraction Pass
Discounted Price \$18.00
Gate Price: \$20.33 w/tax
Child's One-Day All-Attraction Pass
(ages 3-11; children under 3 are free)
Discounted Price: \$14.00
Gate Price: \$17.12 w/tax
Tickets are good until December 31, 2004

Mail ticket order, payment (money order only, no personal checks) and self-addressed, stamped envelope (for return of tickets) to:
State Personnel Council, P.O. Box 347206, Atlanta, GA 30334

Name _____
Address _____
Department _____
Work Phone _____
E-mail _____

_____ at \$18.00
_____ at \$14.00
Total enclosed \$ _____

For additional information: E-mail: kdk@gms.state.ga.us

TECHNOLOGY TIPS**The Benefit of A Well Managed Database**

Before you begin to structure a database, decide your target audience and how the information you collect will serve different staff with different needs. Core fields help establish what kinds of information you will collect and how it will be utilized. Commonly, databases can be used to generate mailing lists or call lists.

First, begin to populate your database with core fields such as:

- | | |
|-----------------------|------------------|
| • First name | • City |
| • Last name | • State |
| • Name tag first name | • Zip |
| • Company | • Day phone |
| • Position | • Fax phone |
| • Address | • E-mail address |

Secondly, establish a list of administrators who will be responsible for any changes, additions, or deletions in the database to keep information accurate and current. This helps establish credibility of the database listings and allow the agency to look efficient and conscientious to their customers. One

idea to consider is to create a separate category for people who want to be removed from the database. Just flag the record so they will not be contacted. Why? Someone may ask if that person, who is a customer, is on the database. You say 'no', and you put the person back on -- and get an angry call later from the individual asking why you contacted him/her when he/she specifically asked you not to.

Establish a routine maintenance schedule to update contact information. Get rid of duplicate records on the database. A lot of database programs include a function to help find duplicate records. A query is another effective way of locating duplicates.

To minimize returns, include the words "Address Correction Requested" once or twice a year on your mailings.

Remember, the advantage of a database is not based on the computer program, but the information that is collected. An accurate, up-to-date listing is not only valuable to the organization, but to the customers it serves.

Georgia Commission on the Holocaust Brings Internationally Acclaimed Anne Frank Exhibit to Kennesaw State University

Kennesaw State University and the Georgia Commission on the Holocaust are hosting "Anne Frank in the World: 1929-1945" the personal chronicle of the German-Jewish teenager whose family spent more than two years in hiding during World War II. In an effort to share Anne Frank's story, a multimedia exhibit that uses 8,000 words and 600 pictures to recount compelling events in Anne's short life is now located in Kennesaw, twelve miles north of I-285 on I-75. This educational exhibit is one of only three in existence.

To reach the main exhibit at the KSU Center, visitors walk through a replica of a cattle car door - modeled after the cattle cars in which millions of Holocaust victims were sent to prison and death. Visitors then enter through a bookcase, a visible reminder that Anne Frank and her family lived in a hidden annex above Otto Frank's office. Photographs of Anne and her family in happier times are shown alongside a historical account of Adolf Hitler's rise to power. After more than two years in hiding in Amsterdam, the Frank family was betrayed to the Nazis and sent to concentration camps. Only Otto Frank survived.

At the end of the exhibit, a "Scroll Room" contains more than 400 tiny holes with various quotes from Anne's diary inscribed on small scrolls of parchment paper. Visitors are encouraged to take the scrolls with them as a memento.

In addition to the hundreds of rare photographs and historical text, a newly produced 28-minute video presentation, "The Short Life of Anne Frank," chronicles the existence of the teenager and her family. British actor Jeremy Irons narrates the documentary, produced by the Anne Frank House in Amsterdam.

Teaching visitors acceptance and promoting diversity are the primary goals of the exhibit, which also depicts other acts of inhumanity in the world today.

"We are certainly honored to offer the Anne Frank exhibit to the city, the state, and the world," said Betty Siegel, president, Kennesaw State University. "We have through Anne Frank the voice of a generation and a timeless teacher of tolerance. The effort to bring the exhibit to Kennesaw State was well worth the dedication of so many committed people."

"Anne Frank in the World: 1929-1945" was granted to Kennesaw State University by the Georgia Commission on the Holocaust, which in turn was awarded by the Anne Frank Center of New York and the Anne Frank House of Amsterdam. The exhibit will be displayed for at least the next three years at the KSU Center. "Anne Frank in the World" is open to the public seven days a week and is free of charge. For more information on the exhibit, please visit www.kennesaw.edu/annefrank/index.htm or call (678) 797-2083.

Russell Hinton Selected to Advisory Council on Government Auditing Standards

Russell W. Hinton of the Georgia Department of Audits and Accounts was recently selected as a member of the Advisory Council on Government Auditing Standards. The Council is comprised of 23 members, primarily consisting of top federal, state, and local auditors from around the country. Representatives from CPA firms as well as accounting professors also hold positions on the Council. Hinton will serve a three-year term on this Advisory Council.

The purpose of the Advisory Council is to work with the General Accounting Office to keep government auditing standards current through the issuance of revisions and guidance. These standards are widely used in audits of federal, state, and local government programs, and in audits of entities receiving federal assistance. The standards outline the responsibilities of the auditors who conduct both financial and operational audits of government programs and provide an overall framework for ensuring that the auditors have the necessary competence, integrity, objectivity, and independence in planning, conducting, and reporting on their work. As a result of such standards, the public has greater assurance that thorough, accurate, and objective audits are performed and that the results presented in audits are correct. Furthermore, managers and decision makers who use the results of audits are assured that they have reliable information in which to make financial and operational decisions that affect their entity, which is a primary strategic goal of the Department of Audits and Accounts.

The Comptroller General first issued standards for government auditing in 1972. Since this time, major revisions have been made four times, most recently in 2003. Under the direction of the State Auditor, the Georgia Department of Audits and Accounts has been using these auditing standards since their inception. Annually, the Department of Audits and Accounts completes over 450 audits and reviews of State agencies, colleges, local boards of education, healthcare providers, and state-funded programs using the auditing standards issued by the U.S. General Accounting Office. Every three years, the Department of Audits and Accounts receives a peer review to determine the extent to which auditing standards are being applied during an audit. The most recent peer review was conducted in October 2002, and concluded that the Department of Audits and Accounts has effectively incorporated the auditing standards into its financial and operational audits.

Welcome to an easy way to save for your retirement.

Peach State Reserves (PSR), the Georgia Retirement Investment Plan, is for employees of the state of Georgia. With PSR you can use payroll deduction to accumulate tax-deferred savings. This means you can hold off paying income taxes today and invest your savings and earnings until you need retirement income later.



"Help Yourself" to a secure financial future with a Peach State Reserves Investment Account. Call toll-free 1-800-701-8255 or contact your Personnel/Payroll office for further details.



Governor Proclaims “Greatest Generation Week” in Georgia

During a special program paying tribute to Georgia’s World War II generation held in front of the state’s WWI Memorial located on the State Capitol complex, Governor Sonny Perdue issued a proclamation designating May 24-30, 2004, as “Greatest Generation Week” in Georgia. This ceremony was held and proclamation issued to encourage local government agencies, civic groups, and veteran organizations to work together in planning and hosting events to honor Georgia’s World War II veterans in conjunction with the dedication of American’s National WWII memorial on Saturday, May 29, 2004, in Washington, D.C.




Pictured with Governor Perdue During the Pledge of Allegiance are (from left to right) Tommy Clack, president of the Georgia Veteran Leadership Program; Bill Price, WWII veteran of the Pacific Theater and current state commander of the American Ex-Prisoners of War; Reverend Merick Hufton, chaplain for the GVLV; and Georgia Commissioner of Veterans Affairs Pete Wheeler, Chairman of the National WWII Memorial Advisory Board.

Commissioner Wheeler attends Dedication Ceremony



Commissioner Wheeler (second row, second from left), along with former Presidents Clinton and Bush at Dedication of the World War II Monument, May 29, 2004 in Washington, D.C.



THE WHITE HOUSE
WASHINGTON

May 27, 2004

Mr. Pete Wheeler
Georgia Commissioner of Veterans Affairs
Suite E970
Floyd Veterans Memorial Building
Atlanta, Georgia 30334


Dear Commissioner Wheeler:

Thank you for your service to the United States as Chairman of the World War II Memorial Advisory Board.

As a Nation, we look to America's veterans as examples of courage and patriotism. I commend your hard work and commitment to developing this memorial that honors the service, sacrifice, and contributions of America's World War II generation. These heroes helped defeat tyranny and preserve liberty's blessings.


Laura joins me in sending our best wishes.

Sincerely,



George W. Bush

Have You Entered A Name In The World War II Memorial Registry of Remembrances?



If you have not yet registered a name in the World War II Registry of Remembrances, here is your chance? Anyone who helped win the war, either as a member of the U.S. Armed Forces or as a U.S. citizen on the home front, is eligible for entry into the Registry. You may enter your own name, or the name of someone you wish to honor for their service to our country during the war. **If you wish to register more than one name, please make one copy of this form for each name.** The Registry of Remembrances will be available for viewing on site at the National World War II Memorial to ensure that the names of these patriotic Americans are recorded in history for all time.

Mail completed form to:
World War II Memorial Campaign • Processing Center • P.O. Box 186
Calverton, NY 11933-0186

Please print. **Fields with asterisk must be completed*

Honoree's Title or Rank: _____

Honoree's First Name:* _____ MI _____

Last Name:* _____ Suffix: _____

Hometown:* _____ State:* _____

Honoree is: ☐ World War II Veteran ☐ Killed in World War II
☐ Civilian on the Home Front

Service Branch, if applicable: ☐ Army Air Forces ☐ Army ☐ Navy
☐ Marine Corps ☐ Coast Guard
☐ Merchant Marine

Brief description of wartime activity: _____

Your relationship to the above honoree:* _____
Please enter your own name and address below. We will send you information on how to include a photography of your honoree in the Registry of Remembrances after we have received this form. Thank you.


Your Name* _____

Your Address* _____

City* _____ State * _____ Zip* _____

State Personnel Council

is offering discount tickets to:



Universal Studios® - where you can “Ride the Movies®”! **Islands of Adventure™** - with characters from myths, legends, children’s stories, cartoons and comic books. Both 2-day, 2-park and the 2-park annual pass options include admission to **Universal Studios** and **Islands of Adventure**, unlimited park-to-park access, and CityWalk Party Pass.

1-Day 1-Park Ticket \$44.00 - Adult * \$38.00 Child (ages 3-9) <small>(Regular price \$55.33 - Adult, \$45.75 - Child)</small>	<u>Adult</u> <u>Child</u>
1-day tickets	\$44.00 x ____ \$38.00 x ____ = ____
2-Day 2-Park Ticket \$83.00 - Adult * \$72.00 Child (ages 3-9) <small>(Regular price \$103.26 - Adult, \$89.41 - Child)</small>	2-day tickets
2-Day 2-Park (3rd Day FREE**) \$83.00 - Adult * \$72.00 Child (ages 3-9) <small>(Regular price \$103.26 - Adult, \$89.41 - Child)</small>	2-day/2-Park tickets \$83.00 x ____ \$72.00 x ____ = ____ <small>(3rd day FREE) **All 3 days must be used within 7 consecutive calendar days of first day of use.</small>
Universal Orlando 2-Park Annual Pass — \$164.00 - Adult or Child <small>(Regular price \$181.00)</small>	2-Park Annual Pass \$164.00 x ____ = ____
Total amount enclosed: = \$ ____	

*Restrictions apply. Benefits subject to change without notice. Ticket not available for purchase at front gate. All prices include tax. Children under 3 years of age are FREE!

Name _____

Department _____

Work Phone _____

Send money order, this order form and a self-addressed, stamped envelope to:

State Personnel Council
P.O. Box 347206
Atlanta, GA 30334
E-mail: kdk@gms.state.ga.us

GOVERNMENT SPOTLIGHT

The Georgia Merit System

The Georgia Merit System of Personnel Administration (GMS) was established in February 1943 (SB 17) as the central personnel agency of the state of Georgia, providing human resource (HR) and benefit programs, products and services to all state entities and employees. Then, Governor Ellis Arnall issued an executive order not only for the creation of the Merit System, but for a Merit System Council, currently regarded as the State



Personnel Board. The Board is composed of Georgia citizens appointed by the Governor to adopt and amend policies, rules and regulations, and review adverse personnel actions on all other purported violations of departmental rules and regulations. The five-member State Personnel Board and the Merit System Commissioner also serve on the ten-member Employee Benefits Plan Council.

Since its creation in 1943, the Merit System has undergone various changes in its history of service. In 1996, civil service reform changed the role of GMS from regulator to consultant when it decentralized many HR functions directly to agencies. GMS assumed the role of expert human resource consultant to agencies and facilitator of workforce planning and policies that cross

agency lines. The Merit System also serves as the state's central recordkeeping agency for state employee data and as a resource for monitoring state personnel practices.

The core business of the Merit System is workforce recruitment, development, and retention services. It carries out this role through three goals: 1. Recruitment - Georgia State Government acquires the employees it needs; 2. Retention - Georgia State Government retains a competent workforce; and 3. Development - Georgia State Government develops its leaders and workforce.

The Merit System has had seven commissioners, including its present commissioner, Marjorie H. Young, who took the helm in 1999 and was later re-appointed in September 2003 by Governor Sonny Perdue.

The Georgia Merit System

Commissioner: Marjorie H. Young

Vision: We envision a highly competent and diverse workforce that meets the needs of state government and the expectations of the people of Georgia.

Mission: Georgia Merit System champions workforce excellence and provides leadership that enables state government to achieve its business objectives by using innovative strategies to recruit, develop and retain a competent and diverse workforce.

Service Strategy: We can; We care; We customize.

Guiding Principles:

- Employees are our greatest asset.
- Integrity and excellence are at the heart of all our decisions.
- We exist for our customers.
- Everyone deserves mutual respect and understanding.
- We create a work environment that supports and rewards continuous learning, continuous improvement, creativity and high performance.

Number of employees: 151

DIVISIONS

Compensation and Staffing Division
Pat Kinard-Boutte
Division Director

Provides human resource consulting services based on best practices designed to increase workforce productivity. Workforce Planning, Succession Planning, Salary Reports and The JobSite are housed under the guides of this division

Customer Service Division
Mustafa A. Aziz
Division Director

Provides research, dispute resolution, counseling/mediation, education and management/employee relations services including personnel policy interpretation, statewide drug testing functions and medical assistance services. This division also administers numerous Work-life programs such as employee suggestions, employee recognition, service and retiree awards, and charitable contributions, wellness and EAP/Safety.

Training and Organization Development Division
Diane Frazier
Division Director

Provides human resource development services that include conducting, developing, and coordinating statewide management and employee development programs and job-related skills needed to hire, train, and develop employee competencies in the areas of leadership, management and supervision, administrative support, communication, work place, and trainer skills.

Employee Benefits Division
Vic Keene
Division Director

Provides constant research for cost-effective ways to enrich employees with an array of benefits. This includes benefit design and education, maintenance of employee eligibility records, interacting with agency benefit coordinators, monitoring contractors providing insured benefit products, and reviewing benefit plans and products. The division also administers the State Deferred Compensation plan, which

includes monitoring contract compliance and performance and the investment and distribution of deferred compensation funds.

Administration and Systems Division
Deborah Belcher

Provides technical and technological support for GMS products and services, budget development and management, procurement, accounting and mailroom services.

AWARDS AND RECOGNITION

- Council for Excellence in Government and the Ford Foundation for Georgia's Civil Service Reform
- International Personnel Management Association (IPMA) for Georgia's groundbreaking approach to Workforce Planning and Strategic Assessment Research
- National Association of State Personnel Executives (NASPE) for Georgia's Total Compensation/Rewards Model
- National Association of Governmental Deferred Contributions Administration (NAGDA) for Georgia's Deferred Compensation Section 457 Plan.
- U. S. House of Representatives Government Reform Committee for Georgia's Cafeteria Plan for flexible benefits
- FranklinCovey's Model State Government Award for the execution of Principle Centered Leadership throughout state government.
- National Association of State Personnel Executives (NASPE) Rooney Award for Leadership in Human Resource Management.

Model State Government Award



From left to right: Author and motivational speaker Stephen R. Covey, Governor Sonny Perdue, Twyla Fleming of FranklinCovey, and Commissioner Marjorie H. Young.

The Model State Government Award was presented to Commissioner Marjorie H. Young and the Georgia Merit System at the FranklinCovey Symposium in Atlanta on March 25. Commissioner Young and the Merit System were nominated recipients of the award based on the following:

- Commissioner Young and her team have been long time proponents of The 7 Habits of Highly Effective People in the state of Georgia.
- In November of 2002, Governor Sonny Perdue took the helm and promoted the need for principle-centered leadership within the state. The Commissioner's team began to immediately look at broad implementation of FranklinCovey's The 4 Roles of Leadership, including licensing certified trainers to teach the courses in-house.
- Commissioner Young and key members of her staff became certified to teach FranklinCovey's Aligning Goals for Results work session in preparation for a broad rollout statewide, to assist employees in understanding how to align and

achieve goals. Young also wanted a process in place to measure how well state employees were able to focus and execute on key goals.

- Commissioner Young identified 10 state agencies to participate in pilot programs to increase achievement of key goals and to ensure measurement of results created.
- Commissioner Young's implementation of programs to enhance employee productivity serve as a showcase and model to other states in creating, implementing, and measuring results.
- Commissioner Young has been instrumental in partnering with the Governor and his staff in creating a principle-centered state model, leading to more effective and efficient government.
- Commissioner Young and her dedicated team have been given the mandate to train leaders in the state to deliver on Governor Perdue's vision. Their individual and joint commitment and passion to not only the process, but to principles, will have a lasting impact on the State of Georgia.

MAPEP Standards Committee Approved

The State Board of Personnel has approved a new Medical and Physical Examination Program (MAPEP) Standards Committee. The panel of five medical doctors and specialists is tasked with reviewing and revising the current pre-employment medical and physical standards for the state's approximately 16,800 Category 5 positions. These are law enforcement and other positions that involve the highest level of physical activity and extreme of potentially life-threatening working conditions.

The pre-employment Physical Examination program was established in 1956 (O.C.G.A. 45-2-40) and requires the Georgia Merit System, through a Committee of Doctors, to develop standards for medical and physical fitness. The Committee has been convened periodically to review and make revisions upon the request of state agencies and changes in state and federal legislation.

The program objectives of MAPEP are:

- To insure that the prospective employee will be physically capable of carrying out the duties of his or her appointment
- To protect the prospective employee from possible harmful effects associated with his or her employment which may

arise by virtue of a particular preexisting condition

- To protect the state from potential liability under workers' compensation laws for conditions arising after employment, but caused in whole or part by preexisting physical conditions.
- To provide a consistent, job-related process for determining and applying the medical and physical standards
- To provide for administrative procedures that are straight-forward, clear and minimal.

Each agency decides the category designation (1 - 5) of each position. This is done either as vacancies occur or agency wide by occupational category, with exceptions handled as vacancies occur. The primary issue in the job category designation is the nature of the work of each position. The goal is to identify the category that most closely links the prescribed medical assessment with the physical requirements and working conditions of the position. General guidance and discussion of designation considerations may be obtained by contacting the Merit System.

For more information, contact Barbara Murdock, MAPEP Coordinator, at 404/657-8420 or bmurdock@gms.state.ga.us.

Georgia Technology Authority Submits IT Report on State Agencies

A report published by the Georgia Technology Authority shows state agencies spent approximately \$435 million on information technology items or projects during fiscal year 2003. State law requires GTA to collect IT expenditures information from agencies annually to compile a report for distribution to state leaders. Agencies were instructed in August 2003 to submit IT expenditures to GTA for the period July 1, 2002 through June 30, 2003. The intention of IT planning is to ensure accurate budgeting and accounting for IT expenditures including staff, hardware, software, telecom and data services, and computer supplies. The report also makes it possible to specifically see how much agencies spend on IT to support specific categories of government services. State funds accounted for about \$237 million of the total amount spent on IT resources. The remainder came for the most part from the federal government. The largest amount – \$178.5 million or 41 percent of total expenditures – was spent on health and human services. Other service categories, amounts and percentages are:

- general government: \$95.3 million or 21.9 percent
- public safety: \$66.3 million or 15.2 percent
- physical and economic development: \$73.7 million or 17 percent
- education: \$21.1 million or 4.9 percent.

The Georgia Technology Authority, Office of Planning and Budget, and the Department of Audits have met over the past year to review options for developing a budgeting and accounting system that would allow for collection and reporting of information technology costs. The following outlines the options and the recommendations that were reached by the three agencies:

1. Establish an Information Technology (IT) Budget Function for all agencies.
2. Expand the use of the Computer Charges line item.
3. Create a new Information Technology Subclass Extension.

The report, issued by GTA in December 2003, is the state's second annual IT expenditures report. The full report, which does not include the Board of Regents' IT expenditures, provides more detailed information from each state agency. It is available online at www.gta.georgia.gov.

EMPLOYEE SPOTLIGHT

DHR Public Health Pharmacist Publishes Novel



Georgia State government has a novelist among its ranks. Joseph A. Whaley, Jr., who currently serves as the Pharmacy Director for Southwest Georgia's Public Health District 8/2 in Albany, has written his first fictional novel, "Directional Warning". The storyline involves an incumbent U.S. President who discovers he

has a terminal illness that will eventually end his political career and claim his life. Determined that his Vice President (VP) will follow him in elected office and that his political party will retain control of the White House, the President creates a new federal drug interdiction agency to serve as both his personal legacy and as a stepping-stone for the VP into the White House.

Centered around the world of international drug smuggling and American politics, the plot follows the political campaigns of the two principle presidential candidates and the efforts of the new drug interdiction agency to halt the most successful cross-border drug smuggling operation in American history. The story takes the reader to Florida's famous saltwater flats along the St. Marks River, to the Vail, Colorado ski country, to the Andean drug fields in Columbia, to the isolated rocky west

coast of Cuba, and to the tourist paradise of Belize. Whaley received personal acknowledgement from Florida Governor Jeb Bush and Prime Minister Said Musa of Belize in recognition of the novel's descriptive depiction of their state and country's exotic natural beauty, and for illustrating Belize's cultural diversity and attraction for tourism.

A 1973 graduate of the University of Georgia College of Pharmacy, Whaley was appointed by two Georgia Governors to serve two five-year terms on the Georgia State Board of Pharmacy. During his second term, he was elected to serve on the Executive Committee of the National Association of Boards of Pharmacy. Whaley credits his profession and his Board experiences as a major stimulus in his desire to write a novel.

"For several years I contemplated writing a novel that would be based in part on my pharmacy practice and Board experiences linked with my outdoor recreational interests. I was constantly haunted by the Board cases we reviewed that involved teenage drug use and abuse, and the often and always tragic death and family grief that follow a drug overdose. This was the story I wanted to convey in my novel."

Whaley said he knew the time commitment needed to complete the manuscript would be difficult, but once the decision was made, he was undeterred.

"I pretty much gave up all my free time for a full year to do so. Each night from around 7 p.m. often until after midnight, weekdays and weekends, I was sequestered in my

study either writing or doing research – always focused and driven by my desire to produce a literary work that would be educational, informational, and entertaining, yet inspirational to its readers to the extent that it might deter someone from a life of drug use, abuse, and dependence who otherwise might have done so had they not read it."

"Though classified and published as a novel of mystery and intrigue, "Directional Warning" was written to encourage the youth of America not to become involved with illicit drugs," Whaley said.

Whaley says the underlying purpose of writing his novel was to depict the dangers associated with illegal drugs and to expose the drug smuggling underworld for what it really is; an incorrigible business, immensely profitable with no regard for human life, and no concern for the associate increase in crime that always accompanies its drug sales.

"If after reading my novel, just one teenager is persuaded to 'say no' to even the first use of any addictive drug, then all the time, energy, and personal expense I incurred to publish this novel will have been well worth the effort," Whaley said.

"Directional Warning," available from Llumina Press, is a novel blended with mystery, drama, romance, tragedy, and southern colloquial humor. Order toll free at: 1-866-229-9244 or visit the web at: <http://www.llumina.com/orders@llumina.com>.

2004 Workforce Planning and Development Conference

September 16-17

Georgia International Trade and Convention Center
College Park, Georgia

*Total Rewards:
 The Key to Attracting and Retaining a World-Class Workforce*

This year's conference **"Total Rewards: The Key to Attracting and Retaining a World-Class Workforce"** will feature HR and Benefits best-practices in sessions led by national and international renowned practitioners.

Don't miss the electrifying keynotes from representatives of **FranklinCovey** and **PricewaterhouseCoopers**.



This conference program has been approved for up to 9 recertification credit hours toward PHYP and SPHR recertification through the Human Resource Certification Institute (HRCI).

CPE credits for Accounting Professionals

Who Should Attend?

- Agency Heads
- Executive Team Members
- Benefits Administrators
- HR Development Professionals
- HR Professionals
- Budget Professionals
- Workforce and Strategic Planners
- Program Managers
- Legal Professionals

AGENDA

DAY ONE - SEPTEMBER 16

General Session

Ronald Bachman - Principal at PricewaterhouseCoopers - *"Consumer Centric Healthcare: The Future is Now"*

Concurrent Sessions

Dr. Tom Gaines, *"Mentoring as an Employee Development Strategy"*
 Dr. Bill Kanhweiler- Director, GSU Human Resource Degree Programs, *"Employee Development in the HR profession"*
 Dorie Tuggle, Sr. Manager of Diversity & Equal Opportunity Programs for Lockheed Martin, *"Diversity"*
 Nancy Lewis, MS- Owner/Progressive Techniques, *"Change Management in Human Resources"*
 Alison Earles, Benefits Law Group, *"Fiduciary Responsibility and Managing Risk"*
 Jason Phillips & Gary O'Bannon, K.C. Dept of Human Resources, *"HR Scorecard and New HR Services Agreement"*
 Chuck Penuel, Director, Georgia Higher Education Savings Plan, *"529 Plan"*
 Nancy Kiyonaga, Director, Workforce and Occupational Planning, New York State Dept. of Civil Service, *"Succession Planning (Knowledge Management)"*
 Dr. Tom Gaines, *"Mentoring as an Employee Development Strategy"*
 Dr. Bill Kanhweiler- Director, GSU Human Resource Degree Programs, *"Employee Development in the HR Profession"*
 Dorie Tuggle, Sr. Manager of Diversity & Equal Opportunity Programs for Lockheed Martin, *"Diversity"*
 Nancy Lewis, MS- Owner/Progressive Techniques, *"Change Management in Human Resources"*
 Alison Earles, Benefits Law Group, *"Fiduciary Responsibility and Managing Risk"*
 Jason Phillips & Gary O'Bannon, K.C. Dept of Human Resources, *"HR Scorecard and New HR Services Agreement"*
 Chuck Penuel, Director, Georgia Higher Education Savings Plan, *"529 Plan"*
 Nancy Kiyonaga, Director, Workforce and Occupational Planning, New York State Dept. of Civil Service, *"Succession Planning (Knowledge Management)"*

DAY TWO - September 17

General Session

Stephon Jackson - Brown Capital, *"Human Capital: Employee recruitment, retention and organizational culture - a portfolio manager's perspective."*

Concurrent Sessions

Reed Keller, President of SHPS Enterprise Solutions, *"Integrated Health Management"*
 Elliot Susseles, Sr. VP, The Segal Company, *"Quantifying Total Compensation"*
 Dr. Linda Owens, Owner of Owens Group, *"Motivating the Employee"*
 Karen Collins-Principal, Palmer and Cay Consulting, *"Total Rewards"*
 Alison Earles, Benefits Law Group, *"Legislative impact on Benefits (COBRA, FMLA)"*
 Teresa Curlin, Business Manager, HR Key Business-City of Charlotte-HR Scorecard
 Georgia Merit System - *"Career Banding"*
 Brennan Francois, President of Dynamic Living, *"Wellness & Work-Life"*
 Reed Keller, President of SHPS Enterprise Solutions, *"Integrated Health Management"*
 Elliot Susseles, Sr. VP, The Segal Company, *"Quantifying Total Compensation"*
 Dr. Linda Owens, Owner of Owens Group, *"Motivating the Employee"*
 Karen Collins-Principal, Palmer and Cay Consulting, *"Total Rewards"*
 Alison Earles, Benefits Law Group, *"Legislative impact on Benefits (COBRA, FMLA)"*
 Teresa Curlin, Business Manager, HR Key Business-City of Charlotte, *"HR Scorecard"*
 Peter Foley, Mercer Consulting, *"A New Approach to Human Capital: Helping Human Resources become a Strategic Business Partner"*
 Dennis Doverspike, University of Akron, *"Retaining Talent in the Public Sector"*

General Session

FranklinCovey - *Principle Centered Leadership: Results and Retention - How to Get More with Less while Creating Conditions for (Employee) Commitment* - Chris McChesney & Mark Josie

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